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Ridley report on fuel policy

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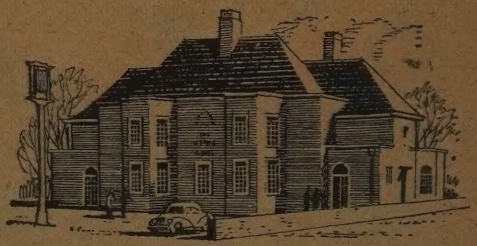

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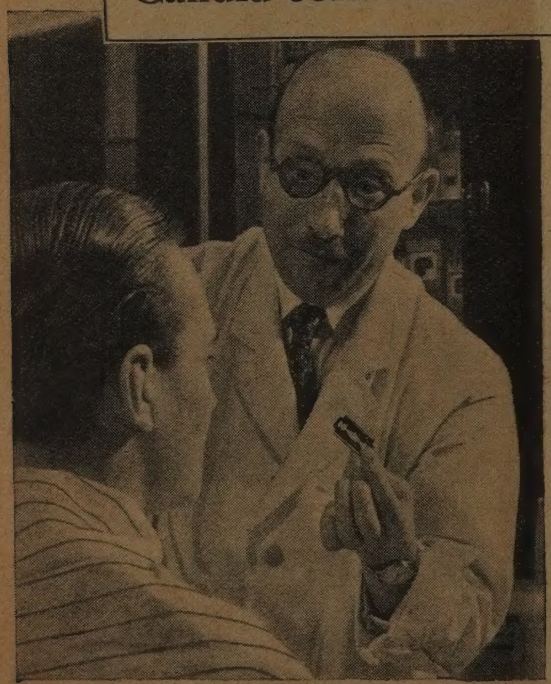

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November 1952

Volume 27 Number 11

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Services to the rescue

IF THERE was one relieving feature in the tragedy of last month's railway disaster at Wealdstone, it was the speed, efficiency and selfless devotion of the rescue work. To that, all concerned, the Government, the Railway Executive and the injured themselves, have paid unstinted tribute. Of it, no whisper of criticism has been heard.

As at Lynmouth, only two months earlier, the brunt fell on the public services: working in closest harmony with the railway staff and the many voluntary bodies and individual helpers who flocked to the scene.

First call for help came to Wealdstone fire station, whose officer-in-charge sent four appliances and four ambulances. These were at the scene, with police reinforcements, within four minutes. As soon as he had sent his own equipment, the fire officer called Middlesex county fire control at Pinner, and this mobilised a further 40 ambulances, of which 20 were sent to Wealdstone at once. In all, 50 ambulances were used, carrying 274 casualties, together with 52 fire appliances, the regular firemen being reinforced by 35 trainees from the county fire training centre at Finchley.

County control also alerted local hospitals but, so quick was the initial rescue, the first ambulance reached Edgware General Hospital even before the call was received. Within minutes, a continuous procession of ambulances was arriving at the hospital and, by early afternoon, it had admitted 127 casualties, of whom 31 were dead on admission. Doctors and surgeons were mobilised and within an hour and a half of the crash had started performing minor operations. Major operations—deferred until the victims needing them had been given initial treatment for shock—began shortly after noon, and from then on the operating teams worked without break until 1.45 next morning. In all, they performed that first day 27 major and 19 minor operations.

Hospital staffs' fine work

Every available member of the hospital staff was mobilised, normal work was put aside as far as possible, and all concentrated on dealing with the casualties. Radiographers X-rayed patient after patient, laboratory technicians made numerous blood counts and other tests, mortuary attendants dealt with the dead. Half the clerical and administrative staff volunteered for the harrowing task of identifying the victims, notifying their families, and listing their property. The hospital was soon being inundated with inquiries, by phone and personal call, and a central information bureau, manned by clerical workers, was set up to handle these : it was kept at full stretch until nearly midnight on that first day. Extra nurses were called from two London hospitals and the British Red Cross Society.

The North London Blood Transfusion Service has its headquarters at this hospital. It sent technicians to the scene of the crash and, during the day, supplied 200 bottles of blood and 150 bottles of plasma for use at the station. In addition, 60 bottles of blood and 40 of plasma were used in the hospital itself : a service which saved many lives.

Though the Edgware hospital took the greatest number of casualties, there was similar activity at eight other hospitals in the area, including the Central Middlesex Hospital and those at Harrow and Wembley.

Meanwhile, at the scene of the crash, after all accessible injured had been removed, there remained the grim and more difficult task of extricating those buried beneath a 30-foot mound of splintered steel and woodwork. This was a rescue operation comparable only with some of the worst bombing incidents of the war, and calling for engineering skill and high courage. Much of it was performed by 70 members of the Middlesex Civil Defence Corps, who reinforced the firemen and railway rescue workers.

Also on the scene were many members of the staff of Harrow urban district council. First of these were members of the surveyor's department who, seeing the crash on their way to work, had promptly joined the first rescue teams. To their aid the surveyor sent equipment and vehicles. Within a few minutes, they were joined by E. W. F. HOLMES, the council's civil defence officer, and members of his staff. Mr. Holmes established a first-aid post on the station and a civil defence H.Q. in an adjoining shop, and obtained stretchers, first-aid gear, overalls, boots, debris gloves, and other equipment from the council's supplies depot. He worked continuously, with no more than two or three hours' sleep, from 9.15 a.m. on Wednesday until 1.30 a.m. the following Saturday, by which time all hope of finding more victims alive had been abandoned. With him throughout those three ghastly days were V. G. BURSNALL, the

cleansing superintendent, holder of the George Medal for war-time heroism, and others, too numerous to mention.

As soon as news of the crash reached Harrow council offices, members of the clerk's department set to work mobilising further aid. Within an hour, with the help of Kodak, Ltd., they had organised a canteen at the station to supply tea and food for the injured and the hundreds of rescue workers. The council's staff canteen sent all its crockery, and the W.V.S. supplied a second canteen, with a cooking unit. Other members of the staff set up an information bureau, obtaining news of casualties from police and hospitals and answering countless inquiries from relatives of the injured ; supplying cars to take relatives to and from hospitals ; and even finding accommodation for those who had come long distances. The welfare officer and his staff joined in, visiting the families of the many Harrow casualties, obtaining information, and helping them in many other ways. The council's mortuary staff dealt with many of the dead and helped in the tragic task of identification.

Finally, when all was over, the council arranged, in conjunction with the Harrow Council of Churches, the broadcast memorial service, and many of the staff worked voluntarily throughout the weekend, answering inquiries, dealing with personal problems, and collecting the mass of equipment which had been used during the rescue operation.

For all concerned, in hospital and local government services, it was a week they will never forget : a week of hard, dirty, and harrowing labour, of gruesome discovery, of grim tragedy. But, to relieve the horror of recollection, they have the satisfaction of good service, heroically performed, of much pain relieved and many lives saved, of the anxious reassured and the bereaved comforted. As the Railway Executive wrote : " Their tireless efforts to free those trapped and to alleviate the suffering of the injured made an indelible impression." That praise will be echoed by their colleagues throughout the service.

Stabilising the health service

IN NO OTHER official document have the activities of NALGO members been more fully chronicled than in the annual reports of the Ministry of Health. Although the Ministry has now been shorn of many of its local government duties, its health functions have greatly expanded. Most of the health service is carried out at local level ; hence the special interest which this report still has for most of us. That interest will be enhanced if the Ministry's hope to publish the report in future nearer the time to which it refers is realised, for then we shall be able to assess our achievements year by year instead of reading what went on in an already remote past.

The report for 1951 describes the national health service emerging from the confusion and controversy of the initial years and revealing the shape of a planned organisation. Scarce resources were being consciously allocated where they could be of most use ; the half million hospital beds were being classified ; uneconomical small units were being grouped, making for cheaper and more convenient administration and freeing accommodation for other purposes. The service was not only growing ; it was growing better. Three and a quarter million patients were treated in hospital in 1951—more than 300,000 more than in the first year of the service ; and, says the report, blowing a characteristically muted note on the trumpet : "patients have often been enabled to be treated better or more comfortably."

Darker aspects can be discerned, though they are not emphasised. The lack of capital development, which many workers in the service believe will prove a costly economy in the long run, is passed over quickly and the reader's attention is drawn to "much minor development" by way of repairs, decorations, adaptation, or equipment. Improvements in curative apparatus or increases of staff engaged on rehabilitation work, far from being the luxury which some critics allege, are shown to be of direct benefit in hastening treatment and freeing beds more quickly. There is a tribute to the practice, inaugurated by the local authorities and continued under the new management, of refurbishing former public assistance establishments and equipping them as up-to-date hospitals.

Unsolved problems

Black spots include the shortage of accommodation for the chronic sick, for the old, and for mental patients, all of whom tend to need long-term care and so to make heavy demands on beds. Nearly 9,000 chronic sick people are awaiting hospital care. Modern measures for overcoming some of the handicaps of old age make encouraging reading, but there remains a clamant need for more accommodation for those who cannot be properly cared for outside hospital. The report commends the provision of semi-hospital accommodation for old people who are not acutely ill, but gives no figures of progress made.

The demand for spectacles and dentures has fallen, partly because the initial arrears have been overtaken and partly because of the higher charges. The Ministry records the decline but does not say whether it should be welcomed or deplored. Are people who need glasses going without them because they cannot pay ? It is not an easy question to answer : perhaps the Social Survey might be turned on to it, to provide an objective test of the adequacy of this branch of the service. Dentists are reported to be doing more conservative treatment than in the early years, when pressure of patients and the attraction of easy money for extractions and dentures tempted them to neglect this work.

The local authority health functions lack the drama of hospital work ; their task is less to cure people than to keep them well ; their achievements are normal men, women, and children, whose condition figures in no statistics, for no one troubles to count the healthy. Local government provides healthy surroundings for all and sound nurture for the rising generation ; the greater its success, the smaller is the need for the hospitals. Home nursing and domestic help, too, are typical contributions which local government makes to the easy working of the curative services ; every sick or old person who can be cared for at home is one less claimant to scarce and costly hospital beds. The value of preventive measures has been eclipsed by the exciting happenings elsewhere since 1948, but the report shows that their scope and usefulness are undiminished.

All in all, this report records a period of stabilisation in the face of grave economic impediments. The share of national expenditure devoted to the health services—four and a half per cent, compared with five per cent in the United States—has been arbitrarily fixed at a figure well below what those in the service believe to be necessary. The success achieved is all the more commendable.

It is the aim of " Local Government Service " to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association

Competition, not control, to solve fuel crisis?

The Ridley report on fuel policy, of special interest to members in gas and electricity, concerns all as citizens. To the summary below, we add two service comments, and shall welcome more.

BRITAIN DEPENDS on coal. Coal provides, directly and indirectly, more than 90 per cent of all the energy we use for heating, lighting, transport, and industry. It is one of our most valuable exports.

Yet, although we are—in the words of ANEURIN BEVAN—"an island largely built on coal," we have not enough. For more than ten years, both industry and the householder have had to make do with less than they needed, and that often of unsuitable or inferior quality, whilst other countries, eager to buy our coal for gold, have had to be refused. Since the war, we have even imported coal, for dollars, from the United States.

By 1961, total national demand for coal is likely to be around 230 million tons, and may be as much as 250 millions, whilst we could probably export between 25 and 35 millions if we had it. But to meet this total demand of between 255 and 285 million tons, the National Coal Board expects to get only 240 millions. There may thus be a gap of between 15 and 45 million tons.

Can we fill it—and, if so, how ? The only way would be to use more efficiently the coal we have. If, by such improved efficiency, we could effect a saving of around 19 per cent, getting as much heat and power from 240 million tons as, by present methods, we could get from 285, the problem would be solved, rationing and restrictions could be ended, and we should have coal to spare.

Experts tell us that it can be done. They point to the fact that much of the coal used today is wasted. Of every ton used by a railway locomotive, for example, between 18 and 19¾ cwts. is lost in smoke and unused steam. Of every ton used by the average domestic grate, 16 cwts. goes up the chimney in smoke, soot, and wasted heat, or into the dustbin as unburned ash.

Of every ton used by industry, three-quarters or more is similarly wasted. Whilst it will never be possible to get 100 per cent efficiency from coal, it is possible, the experts tell us, greatly to improve our present standards : enough, indeed, to close the gap between output and demand.

Prohibit electric heating ?

Unfortunately, the experts cannot agree on how it is to be done. For coal is sold in three forms—as coal ; manufactured into gas or coke ; and transformed into electricity ; and those who sell each of these forms of coal compete against one another.

The experts of the National Coal Board believe that to turn coal into electricity and electricity into heat is wasteful, since only between 20 and 30 per cent of the heat in the coal becomes electricity ; the rest goes up the power station chimney or warms the water of its cooling towers. Therefore, the Coal Board experts want to prohibit the use of electricity for space-heating, water-heating, and even cooking, substituting coal, coke, or gas. This, they argue, would save the equivalent of 12 million tons of coal a year.

The experts of the gas industry, believing that gas and coke are more efficient than either electricity or coal, would replace the electric fire by the gas fire, the electric cooker by the gas cooker, and the coal fire by the coke stove.

The experts of the electricity industry, denying all the calculations on which these proposals are made, would maintain existing competition unchecked, would leave the consumer free to choose whichever fuel and fuel-using appliance he prefers, and insist that one of the principal aims of fuel policy must be to give the power stations all the coal they need.

No handicaps—or favours

When experts disagree, what do we do ? One solution is to bring in a super-expert who will "co-ordinate"—blessed word !—their divergent views. And that is what the Government, spurred on by the T.U.C., has done. It set up a small committee under the chairmanship of VISCOUNT RIDLEY, "to consider whether any further steps can be taken to promote the best use of our fuel and power resources."

The Committee's report, published in September, is a fascinating, though bewildering, document. It records the conflicting, and not always edifying, arguments of the rival fuel industries, juggling with statistics, exchanging allegations of unfair practices, scoring debating points. It recalculates many of their sums, seeking—and, to some extent, obtaining—a more objective and balanced estimate of the relative virtues and defects of this or that fuel or appliance. It makes 40 recommendations designed to get more heat and power out of less fuel.

To most of the protagonists in the fuel race, each backing his own horse against the field, this report has been disappointing. For it refuses to put its money on any of the horses, to handicap one, to favour another, as each had hoped.

Fuel, it agrees, is used wastefully—but by all users, not by some only. One of the biggest offenders is the old-fashioned open fire with which 12 million homes are equipped. But there is no need, the Committee considers, for this to be abolished and replaced by gas or electricity. It would be enough if it were replaced by a modern and efficient open fire—not one of the growing and costly variety now on the market, but a "utility" version, mass produced under Government auspices, cheap and easily installed in existing fireplaces, and with hire purchase facilities, income-tax concessions, and other incentives to encourage the householder to buy it. At the same time, the Government should

encourage householders, by incentives and mass production, to insulate their homes against heat-loss, and should offer similar inducement to industry to install fuel-saving equipment and improve its standards of fuel use. Local authorities and other public bodies should give a lead in the efficient use of fuel.

Apart from this deprecation of the old-fashioned open fire, upon which all are now agreed, the committee shows no sympathy with those who would restrict or redirect our present uses of fuel. "We find," it declares roundly, "that the case is often grossly exaggerated, and we have not recommended that the Government should enforce any changes in the pattern of the fuels used for any purpose by any type of consumer."

It finds "unrealistic" the claims that either gas or electricity "represents the most efficient use of coal and other resources and should therefore be given preference for various types of service." On the contrary, "the needs of consumers and the conditions of use are so varied that there are many combinations of different fuel services which may be said to be 'right.'"

This statement is borne out by an illuminating table showing the real cost of providing a small house with a complete fuel service by different combinations of fuel appliances. Whether coke or coal is used for room heating, coke, electricity, or coal for winter water heating, coke, electricity or gas for summer water heating, and electricity or gas for cooking, this cost works out the same—17s. 6d. a week. It becomes appreciably dearer only when one fuel alone is used for all purposes: 22s. when that fuel is electricity, 22s. 6d. when it is coal, and 26s. when it is gas.

The nearest the committee will go in support of one fuel against another is its statement that "the main room heating and winter water-heating services in new houses should normally be provided by solid fuel directly burnt in efficient appliances." And, even then, it adds the qualification that "this may not be the 'best' pattern in all cases."

Advice for consumers

For these reasons, the committee would allow competition between the fuel industries to continue: provided, however, that consumers' freedom of choice is guided by the provision of "a full and objective information service on fuel and fuel appliances."

"We look upon the nationalised gas and electricity industries," it adds, "as in a sense branches of one undertaking within which, however, competition is a valuable aid to efficiency."

The committee does, however, make one suggestion which might have the effect of reducing the demand for one fuel rather than another. Pointing out that it costs much more to supply electricity at peak periods than at other times—largely because old and less efficient plant has to be brought into service then to supplement the modern plant—it calls for a remodelling of electricity tariffs so that those who use electricity at peak hours will pay more for it.

Because it believes that competition should continue, the committee does not favour the creation of any new "overlord" organisation to control the fuel and power industries. The Minister of Fuel and Power already has the statutory duty to control and co-ordinate, and there is no reason why he should share that duty with any new authority. But the committee does recommend the establishment of an expert Tariffs Advisory Committee to advise the Minister on the adjustment of prices and tariffs—an "intricate process . . . so important for the co-ordination of fuel use."

There are many minor recommendations, ranging from a publicity campaign for better fires and house insulation to the abolition of purchase tax on fluorescent lighting tubes, from financial aid for trainees in fuel technology to improvements in the status of stokers; from experiments with new forms of railway traction to the abolition by electricity boards of restrictive contracts. In general, however, the report makes no startling proposals and, in this respect, is less radical in its approach than were the T.U.C., the Coal Board, or the Gas Council. It is objective, undramatic, realistic, modest. Unlike the partisans, it makes no estimate of the savings its proposals would effect. "We cannot," it says, "make any trustworthy estimate of how far the various measures we have suggested . . . will go towards closing the possible gap in the country's fuel and power supplies. Nevertheless, we are convinced that the combined effect of all the measures we have proposed would be a marked improvement in the fuel efficiency of the country."

TWO SERVICE COMMENTS

Electricity—a qualified welcome

THE DECISION of the Ridley Committee not to recommend that the Government should enforce any changes in the pattern of the fuels used for any purposes by any type of consumer will be welcomed in the electricity supply industry. This is made clear by the memorandum submitted by the British Electricity Authority, which advocated the principle "that each fuel and power industry should not seek to secure any privileged position"; stated that the industry had "no desire to be protected from the competition of the other fuel and power industries"; and put forward the belief that "in the long run, healthy and fair competition will not only be the surest means of ensuring continued progress in efficiency of production, but will also establish a sound pattern of demand for the several forms of fuel and power, producing a true balance of economic advantage in the use of all national resources."

The committee's recommendation that competition should continue—even between the gas and electricity industries which it regards "as in a sense branches of one undertaking"—is, however, followed by the qualification that "consumers' freedom of choice should be guided by bringing prices closely into accord with relevant costs." Apparently it would be the job of the "expert Tariff Advisory Committee" to advise how this should be done and some may, perhaps, be tempted to say, with Hamlet, "Ay, there's the rub."

Much will, of course, depend upon the constitution of the Tariff Advisory Committee. Unfortunately, experts are rarely unbiased—as is indicated by the strongly conflicting views on comparative efficiency of various forms of use of fuels put forward on behalf of the three major industries. Conversely, those sufficiently far from the heat of the battle to be independent are unlikely to be expert enough to deal with so complex a problem.

The Ridley Committee firmly rejected proposals designed to discourage the installation of new domestic equipment

and, although it suggested tariff changes to favour off-peak use of electricity, emphasised that the need to increase generating plant was not questioned. But the need to encourage the use of electricity off-peak has long been recognised in the industry. So, too, has the obvious fact that to discriminate between charges for on- and off-peak use would be an effective aid to this end. But the experts have not yet been able to overcome the practical difficulties of applying such a tariff to other than large consumers. There is no reason to think, however, that they have given up the attempt, or that more could be done at the behest of an Advisory Committee than is done now.

There is danger, too, that the shortage of generation plant may lead to too much concentration on the need to reduce peak load. This may be an urgent immediate necessity but, as a long term policy, it would be a disastrously negative approach to the problem. The objective must be to build up the troughs of the curve, and past experience has shown that this will be done not by restricting the uses of electricity, but by developing them over the widest possible field. Again, using the Authority's own words, "the need at the present time is not for repression and restrictive control . . . but for the active encouragement of new developments in efficiency by competition."

The industry has, in fact, already done much towards fuel economy. For example, the amount of fuel used to generate one KWH of electricity has been reduced, since 1920, from 3½ to 1½ lbs.—despite inferior fuel nowadays. This represents a considerable contribution to national fuel economy, and is one of the reasons why the price of electricity has not been increased as steeply as that of coal. Given the freedom to speed up the provision of new generating stations and to develop the load to provide an adequate return on capital investment, who can doubt that still more progress will be made in this direction?

National efficiency can be improved, too, by better design of fuel-using appliances, proper heat insulation of buildings, and by educating consumers in the intelligent use of apparatus. Given the spur of freedom to expand and with the co-operation of all concerned in the industry—for, strangely enough, to achieve even these things calls for the services of accountants, commercial men, and administrators, as well as engineers—it may indeed be possible to reduce the difference in cost between peak and off-peak supplies to such an extent that the need for "drastic remodelling of electricity tariffs to differentiate between charges" will, as far as the ordinary consumer is concerned, have disappeared.

Gas—industry's hopes not realised

THE RIDLEY REPORT has not realised the hopes of the gas industry. Indeed, it has not realised anyone's hopes, though the "Electrical Times" says: "Perhaps the first reactions will be one of relief—it might have been worse!"

The general expectation was that the Committee would lay down a definite national fuel policy with, possibly, some over-riding authority to obtain co-ordination between the fuel industries. Instead, it has favoured freedom of choice for the consumer, and looks to greater efficiency in the use of fuel and power to overcome the shortage of coal.

A most valuable feature of the report is its presentation, in one volume, of comprehensive data on the various fuels available. Despite the competing evidence presented by the Gas Council and B.E.A., there is a wealth of fact on which to formulate an appreciation of the problem.

Consumption of coal in 1951 was almost 220 million tons. Of this, the gas industry used 27·4 millions and the electricity supply industry 35·5 millions. By 1961-5 the report estimates total demand—including exports—at between 250 and 285 million tons. The Federation of British Industries and the T.U.C. go even higher, with a total estimate of 293 million tons. This total far exceeds the estimates of supply made by the National Coal Board.

The needs of the export market must be considered, for even a modest improvement in exports would greatly ease the balance of payments problem. The N.C.B., in fact, firmly propounds the view that any increase in coal production in the next five years should be earmarked for export and that inland consumption must, therefore, not exceed the 1951 figure. Certainly, an improvement in efficiency in the use of fuel and power is most necessary, and the forty main recommendations of the committee are largely aimed at this. But the essential need—and the difficulty lies in the variance of opinion as to how best to achieve it—is greater economy in the use of coal.

Impartial examination of all the evidence contained in the appendices seems to support the claim of the Gas Council, echoed by the F.B.I. and N.C.B., that the increased processing of coal offers the best hope of such economy. In support of this contention, the Gas Council maintains that, whilst 20 units of electricity are needed to provide the same domestic fuel service as one therm of gas, the thermal value of coal which gives rise to one therm of gas will give rise to only 11 units of electricity. On the same lines, the F.B.I. quotes from the Simon Report that, in terms of "coal economy efficiency," gas ranks at about 30 per cent. and electricity as low as 18 per cent., measured at the point of continuous use.

Many authorities, not only those concerned with gas production, maintain that the growing demand for electricity for power and lighting—and no one disputes the need for the industry to satisfy this demand—could be met more adequately through the removal of the electrical heating load. Indeed, the National Coal Board goes so far as to declare that "the use of electricity for . . . space heating, water heating, or cooking, must in present conditions be considered as incompatible with the national interests." Increased carbonisation could meet this heating demand and, since gas represents the more efficient use of coal, the benefits of such a change to the national fuel position would be great.

But the Ridley Committee has failed to realise the hope that it would give a lead in this direction. Nevertheless, the publicity which the report has given to the whole question of fuel policy may well influence thinking consumers. Of value, too, may be its recommendation that the consumer's freedom of choice should be guided by bringing prices closely into accord with relevant costs. The suggestion that electricity tariffs should vary between peak hours and other times will surely meet with approval, for the ever-increasing demand for coal by the B.E.A. to meet peak load requirements presents a serious problem.

The whole nation must aim at "the marked improvement in the fuel efficiency of the country" which the Committee hopes will result from the measures it has suggested.

There is one other factor that can contribute to an improvement—a mild winter!

The medical administrator—and hospital service costs

Lively debates at weekend school for health service officers

THE THIRD weekend school for health service staff, organised by the Metropolitan district education committee at Oxford last month, aroused so much vigorous discussion that it is not easy, in retrospect, to say which was the most spirited session. Probably the palm must go to that in which DR. HORACE JOULES, medical director of the Central Middlesex Hospital, spoke on "The Need for Medical Administration in the Hospital Service."

One felt that his non-medical audience, with memories of doctors trying to organise a laundry or to discipline porters, had their knives ready sharpened and that only good manners prevented them from brandishing them even before Dr. Joules spoke. But his forceful and entertaining speech blunted their weapons, and what he said proved so different from the familiar claim for a medical hegemony that the subsequent debate, though not lacking in pungency, was entirely amicable.

Doctors need medical leader

For Dr. Joules did not claim that a doctor must be the Big Noise of a hospital, but simply that doctors in a hospital need a medical leader and co-ordinator—that there is such a thing as medical administration, which is quite different from the administration of everything by a doctor.

"The medical administrator," he declared roundly, "should stick to his last; there is a specific job of administration which can best be done by a medical man, but he should not interfere with things about which he knows nothing."

Pressed to say whether the medical or the lay administrator should have precedence, Dr. Joules deprecated the use of the word; each had a separate piece of administration to do and neither should expect to dominate save in his own sphere. "How would you deal with irreconcilable differences?" he was asked. With the air of one who thought that such situations need never arise, he replied that the chairman of the hospital committee must then act as arbiter. "A lay person, then?" "Yes, a lay person," was the reply.

Some of the tasks which Dr. Joules thought a medical administrator should tackle are worth recording. Not the least, he implied, would be to act as a counterbalance, in the hospital set-up, to the matron, whose influence in hospital policy and administration he obviously found overwhelming. Let the matron live out of hospital and work an eight-hour day, he pleaded; then the lower ranks of the nursing hierarchy would have an opportunity to spread their wings and the hospital as a whole would benefit as much as the matron herself.

Then, Dr. Joules went on, there ought to be a medical adviser to the hospital management committee; co-ordination of group medical work was of vital importance; the full and effective use of hospital beds could be ensured only if a medical administrator kept a watchful eye on them. Medical committees were too often made up of groups of vested interests who either nullified one another's efforts or reached agreements to foster each other's empire-building. The medical administrator ought to advise planning committees about the amount and kind of consultant service needed. Dr. Joules made it evident that he finds the influence of specialists, and other personal interest in private beds, a particularly malign influence in hospital life.

"Doctors are trained to be anarchists, on the principles of Harley Street," he said. "They have little idea of service. It is desirable that somebody from time to time should remind them that they have duties as well as rights." This could only be done effectively by a medical administrator—he might even try to make doctors attend punctually at out-patient clinics instead of keeping patients waiting!

Cost of the service

Little less spirited was the debate which followed a talk by E. A. HALL on hospital finance. Mr. Hall, who is finance officer of Birmingham (Dudley Road) hospital management committee, made some remarks on what he called the "high cost of the hospital service." The figures he cited were, indeed astronomical, but then, as one questioner pointed out, all figures of large-scale activity nowadays are astronomical. To justify such a description, the questioner went on, would it not be necessary to show that the share of the total national expenditure which goes to the health service has risen unduly; and, in assessing the pre-1948 expenditure, would it not be necessary to include all private outgoings on doctoring and drugs, as well as the value of manpower wasted through untreated illness?

Mr. Hall agreed. All these considerations, he admitted, should be taken into account before one could say whether or not the health service was costly. But no one had succeeded in making these vital calculations, and he did not know whether the cost was high in relation to the benefits.

There remained one contentious theme. Mr. Hall had said that administrative costs, though only six per cent of total expenditure, amounted to £12½ millions a year and should be cut down whenever possible. No one seriously objected to this doctrine, but one bright arithmetician related this figure to another which had been cited earlier—that of 27,000 as the number of administrative and clerical workers in the health services. Dividing the one by the other, it seemed that the average annual remuneration worked out at under £500—"even if nothing was knocked off for stationery and printing."

Though space has forced this report to include only the salient points of the two liveliest sessions, this must not imply any criticism of the others. H. A. GODDARD, management side chairman of the Nurses' and Midwives' Functional Council, talked with point and humanity about personnel problems in the service. NOEL HALL, principal of the Administrative Staff College, developed his case for selecting top grade administrators from the widest possible range of all walks of life around the ages of 30 to 40 and training them for their special job of seeing the organisation as a whole. MISS M. R. H. BUCK, mental health visitor to Oxford City Council, said that the two main troubles of the mental health services were the lack of institutional accommodation and the failure to devise a scheme of training for those who will ultimately replace the present generation of duly authorised officers. A general discussion on topics proposed by members of the school was not the least instructive part of the weekend.

At question time

The following is an extract from Hansard:

Mr. Gough asked the Minister of Health how far hospital joint staffs' consultative committees are considered competent to discuss and decide upon matters of hours and wages; and why membership of a trade union or professional organisation is insisted upon as a prerequisite for belonging to such committees.

Mr. Iain Macleod: Rates of pay and conditions of service generally in the hospital service are determined nationally by the Whitley Councils and are outside the competence of hospital staffs consultative committees; they may, however, consider purely local matters such as the distribution of the working hours of particular grades of staff in their own hospitals. The conditions governing eligibility for membership of joint consultative committees in hospitals are contained in a General Whitley Council agreement, and any question of their revision is therefore a matter for consideration by that Whitley Council.

2375 *Canterbury*

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1 September, 1952 W. A. D.

1988/K *Keevil, Wilts.*

"I am writing to express my appreciation of your tuition methods. I am sure that my success in the examination was due to your excellent tutors, their criticisms and their encouragement. . ."

26 September, 1952 A. F. L.

2179/K *Lichfield*

"I should like to thank you for the excellent instruction I received. I thoroughly enjoyed the tuition, and the examination papers seemed to follow on quite like a continuation of my course test papers."

6 September, 1952 E. H. S.

1035 *Slough*

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28 September, 1952 W. S.

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N.E.C. committees decide their policy on references from Conference

COMMITTEES of the National Executive Council have now considered most of the matters referred to the Council by this year's Annual Conference and the decisions reached are summarised below.

Some have still to be ratified by the full Council. They are divided into three groups: those which were the subject of a Conference resolution; those which Conference referred by vote to the N.E.C. for consideration and report; and those which stood automatically referred because Conference had no time to consider them.

Conference resolutions

GENERAL

Cost of living: *A call to the Government to take decisive steps to arrest the rise in the cost of living*—A copy of the resolution has been sent to the Treasury.

Salaries: *A call for action to ensure that the salaries of all members keep in step with the rising cost of living*—The resolution is being kept as a continuing reference before the service conditions committee. To ensure co-ordination of policy between all negotiating bodies, whenever a salaries claim or other important issue is being considered by any joint council, a meeting of chairmen or leaders of the staff sides and the appropriate officers will be called at the request of any chairman or staff side leader, or at the discretion of the general secretary.

Reduction in differentials: *A direction to negotiators to resist the tendency to reduce the differentials between higher and lower grades of salary in all future negotiations*—The resolution has been referred to the staff sides of all the National Joint Councils. It has always been the policy of NALGO representatives to seek to preserve existing differentials.

Retrospective application of awards: *An instruction to make future salary awards retrospective to the date of submission of the application*—The resolution has been referred to NALGO representatives on all negotiating bodies. The staff sides do seek retrospective application of awards, but it is not always possible to achieve it, either in negotiation or in arbitration proceedings.

Equal pay for equal work: *A request to continue the campaign, in co-operation with all other interested bodies, until the principle is applied throughout all grades of the service*—The N.E.C. noted this resolution, which is in line with its long-standing policy.

Office hours: *A call for the introduction of a 76-hour fortnight, with alternate Saturday morning leave*—Referred to the staff sides of all National Joint Councils. In the electricity service, the national agreement provides for a normal working week of 38 hours, but the arrangement of hours is left to staff committees, subject to the approval of district joint councils. In practice, a 76-hour fortnight is most common, but in some places a 5-day week is worked and the suggested action would, therefore, be neither practicable nor desirable in that service.

Overtime—London weighting: *A call for reversal of the decision to ignore London weighting in the calculation of overtime*—Referred to the staff sides of all National Joint Councils. In the gas service, payment of overtime to London staffs is based on the Metropolitan scale, and no action is, therefore, required. In the electricity service, practice varies among the area boards affected, and further inquiries are being made.

Indemnification of officers: *A request for the inclusion in all service conditions agreements of a provision that every officer shall be indemnified by his employer against loss, damage, or injury arising out of and in the course of his employment*—Referred to the staff sides of National Joint Councils. In the gas service, some area boards have taken out insurance cover for staff whilst others have given an assurance of sympathetic consideration in all cases, and the position seems to be satisfactory. In the electricity service, whilst the boards would not take out insurance cover, they gave assurances that they would deal sympathetically with any cases arising and would consider their moral as well as legal obligations. This assurance has so far worked satisfactorily.

How to keep warm in the office.

Secession of membership: *A resolution deploring any suggestion of a breakaway from the Association by any section or sections of the membership*—The resolution has been publicised in "L.G.S." and in a circular to branches.

Pension (Increase) Acts: *A call for amendment of these Acts to improve pension rates, abolish the means test, and give more to recently retired officers*—An amending Act has provided for further increases in pensions from October 1. Details were reported in the October "L.G.S."

Public relations policy: *A resolution urging that the Association's policy should be designed to stimulate and maintain interest at branch level; to intensify publicity about NALGO among members and prospective members; and to develop publicity which would attract public attention to the service, the officers employed therein, and the Association's activities generally*—Approved. A special membership sub-committee of the service conditions committee has been appointed to stimulate branch interest and intensify information about NALGO, and the public relations committee is to increase press publicity for the service, to revise the NALGO photographic exhibition, to make full use of five local government film strips now being completed, and has urged districts and branches to develop their public relations work.

Information for members: *An instruction to the N.E.C. to ensure, without prejudice to negotiations, that members are kept advised of current events*—This will be one of the main functions of the new membership sub-committee, which is now considering suggestions for improving the present information service.

Branch weekly bulletins: *An instruction to the N.E.C. to emphasise to branches the importance of regular and frequent branch bulletins and circulars*—An article on the production of a branch daily wall newspaper was published in the September "L.G.S.," and further details are to be sent to branches and districts.

Educational policy: *A resolution commending the local government system of examinations for promotion and minimum qualifications as desirable in other services and stressing the need for standards of entry that will attract recruits capable of preparing for professional examinations, and for satisfactory post-entry training facilities*—The resolution has been noted.

LOCAL GOVERNMENT

Post entry training—financial assistance: *A call for a scheme for Miscellaneous classes of officers*—Referred to the staff side of the local government National Joint Council.

Increments: *An instruction to seek payment of increments to local government*

officers in the General Division from their birthdays, instead of from the first day of the next pay period—Referred to the staff side of the local government National Joint Council.

London weighting—arbitration : *An instruction to submit the local government claim for higher London weighting to arbitration*—Since the question of increased weighting is being considered in the appropriate quarters, the service conditions committee is keeping the resolution before it as a continuing reference.

Superannuation amendments : *Regretting that the amending legislation was not moved in the last session of Parliament, and urging the Government to treat it as a matter of urgency*—The resolution has been noted. Negotiations are continuing.

Gratuities to widows : *A call for provisions to enable a local authority to grant a gratuity, by lump sum or periodical payments, to the widow or dependant of an employee dying in the service, and the removal of restrictions against such gratuities from Local Act schemes*—The resolution has been noted.

Compensation : *An instruction to seek immediate amendment of the Local Government (Compensation) Regulations to provide for rights of appeal, inclusion of part-time officers, and exclusion of cost-of-living awards in applying the abatement provisions of the code*—Representations have been made, so far unsuccessfully, but efforts are continuing.

Public relations : *A resolution urging the Minister of Housing and Local Government to encourage local authorities to make full use of their powers to develop public interest and participation in civic affairs and to establish a national advisory body on publicity for local government*—The public relations committee is taking action to give effect to this resolution.

HEALTH SERVICE

Salaries : *A call for the speedy settlement of salary increases for all grades not yet dealt with*—Negotiations for clerks of works to hospital management committees and professional and technical staffs employed in architectural and engineering departments of Regional Hospital Boards have now been completed, and are proceeding for domestic superintendents, chaplains of hospitals, and blood donor attendants. Delay in dealing with other groups is due in some cases to differences on the staff sides, especially in the Nurses and Midwives Council, where there is a cleavage of opinion on the pay of some unqualified grades. The staff side of this Council has been asked to prepare proposals for the salaries of V.D. technicians, or to agree to the transfer of these officers to another functional council.

Redundancy : *An instruction to safeguard the interests of members declared redundant*—All practicable steps are being taken.

Whitley machinery : *An instruction to review the negotiating machinery in the health service and to initiate proposals for reform*—The Health Consultative Committee has reported : "The inclusion of professional societies has produced unwieldy staff sides, made necessary compromises between staff side organisations, and tended to increase delay. Informal discussions are taking place with other staff side organisations about the composition of the staff side of the Administrative and Clerical Staffs Council, and it is expected that these will tend towards an increase in NALGO representation . . . We share the fairly generally held view that management sides should be more representative of the employing authorities, but do not agree that it would be desirable for the staff sides to make representations about this, for, as we insist that composition of staff sides is a matter for staff sides only, we do not think we can interfere in the composition of management sides. The staff sides are continually pressing for utmost speed in reaching and publishing decisions. There has been some improvement recently, but the position is still far from satisfactory."

Unofficial talks, now taking place, about membership of the staff side of the Administrative and Clerical Staffs Council, are to be speeded up.

Minister's powers : *An instruction to press for amending legislation to take away the powers of the Minister of Health and the Treasury to determine the salaries*

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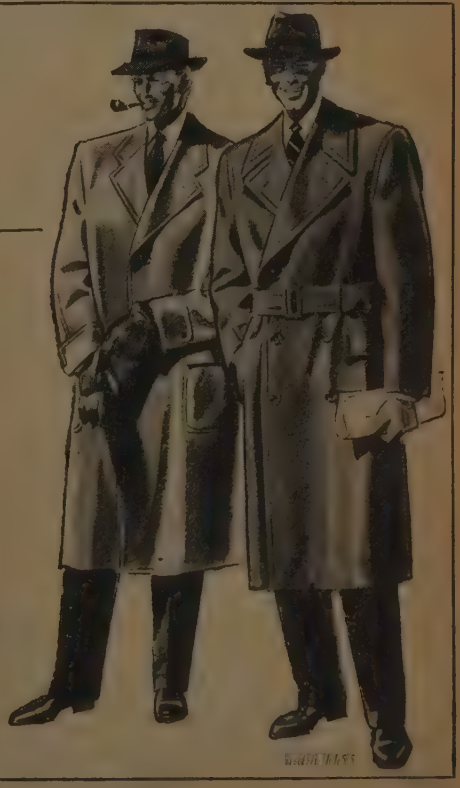


and conditions of service of staff in the health service and to make it obligatory on the Minister of Health to accept agreements reached by the Whitley machinery—Since this would require legislation, no action can be taken at present, but the Association will consider doing so should an opportunity arise.

Notification of awards : *An instruction to take all possible action to ensure that details of agreements on salaries and conditions of service are made known to employers without delay*—The NALGO representatives on all functional councils have been asked to do everything possible to ensure early publication of agreements.

WATER SUPPLY

Water staffs—recognition : *An instruction that due recognition of this section of members be accorded in all Headquarters and other official* NALGO *publications*—This is to be done, and information about developments affecting these members will be published whenever it is available.

Motions referred by vote

GENERAL

"Protected" officers : *An instruction to secure that the benefit of any future salary awards shall apply in full to officers receiving preserved salaries and conditions of service*—The Association will continue its policy of trying to secure this.

Maximum salaries—General Division : *A call for a further reduction of the age at which a General Division officer reaches his maximum, to be treated as a matter of the utmost urgency*—Whilst it is the Association's policy to obtain a further reduction in the General Division age maximum, the service conditions committee does not regard this as a matter of "utmost urgency," and will take action at the opportune time.

London and provincial weighting : *Requests for higher London weighting, extended to the area within 25 miles of Charing Cross, and extension of the system to the larger provincial towns*—In local government, the question is already before the National Joint Council. No action is to be taken in the health service at present. The staff side of the gas N.J.C. is to apply for increased London weighting at the appropriate time and has deferred consideration of provincial weighting. The NALGO members on the staff side of the electricity N.J.C. are to report on provincial weighting, but the result of the local government claim is awaited before any action is taken.

National grading for shorthand-typists : *A call for uniform scales of pay for shorthand-typists in other services on the basis of those agreed for electricity staffs*—In local government, where national scales for shorthand-typists have only recently been adopted, it is not thought opportune to re-open negotiations at present. In the gas service, the proposal has been referred to the staff side of the National Joint Council.

LOCAL GOVERNMENT

Revision of grades : *Motions and amendments seeking improvement of the local government salary scales by removal of overlapping, increase in the amount of increments, reduction in the number of grades, and amalgamation of the Clerical Divisions*—A revised Charter, incorporating most of these proposals, has been prepared, and will be submitted to the employers when practicable. It is not proposed, however, to seek to remove the overlapping of grades or to reduce the number of grades, because it is easier to get re-grading when there are more grades and they do overlap.

Annual leave : *Requests for longer annual leave for local government officers in the General and Miscellaneous Divisions*—This is already before the National Joint Council.

Superannuation : *A request for amendment of the superannuation provisions to allow a retired officer who accepts further employment with a local or public authority to retain his full pension and salary*—The proposal was noted.

HEALTH SERVICE

Salaries agreements : *A request that Whitley agreements should be couched in clear and unambiguous terms, and that assimilation provisions should be mandatory*—Agreed that this is desirable.

Telephonists and switchboard operators : *A call for the transfer of telephonists and switchboard operators from the Ancillary Staffs' Council to the Administrative and Clerical Functional Council, and for negotiations to be opened for the application to these operators of salary scales not less than Grade A*—The Health Service Consultative Committee considers that operators performing simple switchboard duties only, properly come under the Ancillary Staffs' Council but that where, in addition, they have administrative or clerical duties, action should be taken through the appeals machinery for grading within the Administrative and Clerical scales.

Annual general meeting

"I think I may say . . .

. . . without fear of contradiction

Motions automatically referred

GENERAL

Staff welfare : *A call for legislation on staff welfare, including heating, lighting, washing facilities, ventilation, working space, and meals*—Although the Lord Chancellor told the House of Lords on June 24 that there was no prospect of immediate legislation, the Government has disclosed that it is anxious to discuss the questions of health, welfare, and safety in non-industrial employment with interested organisations. NALGO has written to the Home Office restating its claim to submit views on those questions. In the meantime, branches have been advised to take local action where necessary, and the N.E.C. is supporting one branch by urging the Minister of Works to relax the present ban on repair and adaptation work considered essential to improve staff working conditions.

Clothing allowances : *A request that employers should supply protective clothing, or pay an allowance in lieu, to officers engaged on outdoor work*—This is considered to be a matter for local action. In the electricity service, such matters come within the scope of the advisory machinery and could not be included in the national agreement.

Revision of Whitley Council machinery : *Motions and amendments deploring the delay in dealing with salary claims, instructing the staff sides to seek immediate revision of N.J.C. procedure; and calling for regular monthly meetings of N.J.C. executive committees to consider urgent matters*—No action.

Establishment reviews : *Requests for the compulsory review by local authorities and hospital authorities—in collaboration with staff representatives—of the grading of established posts, either annually or triennially*—No action.

Establishments : *A call for the early negotiation of official establishments within the nationalised services on the lines of those in the local government service*—No action.

Sectional and professional societies : *A suggestion that sectional and professional societies whose policy it is to co-operate with and work through* NALGO *should be invited to formulate a joint policy and levy a joint subscription*—No action.

Statistical research : *A proposal to set up a statistical organisation at Headquarters to provide information to the staff sides of the various N.J.C.'s on all matters*

having a direct bearing on salary and service conditions negotiations—No action.

Cuts in social services : *A motion expressing perturbation at the cuts in social services and an amendment calling for all practicable steps to be taken to safeguard the interests of officers who may be adversely affected by such cuts*—No action on the motion. The amendment is already Association policy.

Affiliation with the T.U.C. : *Motion and amendments calling for application for affiliation and a referendum of members on the subject*—No action, the committee noting that no district committee was associated with the motion or amendments and taking the view that affiliation is not a live issue in the Association at present.

District committees for each service : *A call for the establishment of a district committee for each section of* NALGO, *thus obviating the necessity for consultative committees*—No action.

Strikes of other employees : *A suggestion that any request from the British Electricity Authority or Gas Council or the local boards of either industry for the services of administrative and clerical staff to maintain supplies during a strike by other employees should be referred to the appropriate consultative committee for a decision on policy*—No action at present.

Transfer of service : *A request to secure the right for officers transferring from the national health and other nationalised services to the local government service, and vice versa, to count such service in the reckoning of entitlement to sick pay, holidays, etc*—No action.

LOCAL GOVERNMENT

Negotiating machinery : *A call for revision of the National Joint Council constitution so that it will cover officers on salary scales proceeding beyond* £1,000, *other than those within the purview of the joint negotiating committees for chief officers and town and district clerks*—This matter is already before the N.J.C.

Charter as a minimum : *A request to reiterate the policy laid down at the* 1946, 1948, *and* 1950 *Conferences to regard the Charter as a minimum, to which improvements may be negotiated locally*—Noted.

Local joint committees : *A request for immediate action to secure the compulsory setting up of local joint committees*—This is considered to be impracticable. The formation of local joint committees is before the staff side of the local government N.J.C.

HEALTH SERVICE

Salaries : *A call for the establishment of a co-ordinating committee to promulgate salaries for all grades at intervals of six months, to consider proposals put forward by the functional councils, and to ensure that all changes arising out of variations in the cost of living shall be effective at common dates*—No action.

Salaries increase : *A call for a cost-of-living increase, retrospective to January* 1, 1951—No action.

Conditions of service : *A resolution and amendment viewing with concern the long delay in negotiating conditions of service and instructing the N.E.C. to negotiate an agreement at the earliest possible date*—Referred to the NALGO members on the staff sides of health service functional councils.

Examinations board : *A call for the establishment of an examinations board for the administrative, professional, technical, and clerical staffs in the health service*—No action.

WATER SUPPLY SERVICE

Negotiating machinery : *A reiteration of the instruction given by the* 1948 *Conference to seek the establishment of negotiating machinery for staffs of privately owned water companies*—No action, on the grounds that the small number of officers involved does not justify the establishment of such machinery, and that the Water Companies' Association has told all its members that it considers that, as far as possible, employees should have terms and conditions of employment not less favourable than those given to local government officers.

TRANSPORT SERVICE

Whitley machinery : *A request to the N.E.C. to expedite the establishment of Whitley machinery for the staffs of company-controlled road passenger transport undertakings*—Every effort is being made to secure such machinery.

We must be strong to preserve peace...

Local Government Officers were invaluable in Civil Defence last time. Now your example, your knowledge and your experience are needed again. Civil Defence can help to preserve peace. But it must be strong and efficient. That is why it needs people like you; people who know their town or county and its government; people ready to serve the community; people who understand the obligations of citizenship.

C D

SPARE TIME FOR TRAINING IN THE CIVIL DEFENCE CORPS

ISSUED BY H.M. GOVERNMENT

Gas staffs' pension scheme approved

THE MINISTER of Fuel and Power has approved the provisions of a staff pension scheme for officers in the gas industry.

There are to be thirteen pension schemes deemed to have been established on May 1, 1949, under the provisions of the Gas Act, 1948, namely, one for each Area Board and one for the Gas Council, each scheme managed by its own Committee. It is intended that each of the pension schemes shall have identical rules, which shall be identically interpreted, and to effect co-ordination a "Central Committee" will be set up. (*Rules* 1, 2 *and* 3.)

The main features of the scheme are summarised below:

MEMBERSHIP

Ordinary membership

Persons qualified for ordinary membership are those persons whose duties, in the opinion of the employer, are administrative, professional, technical, commercial or clerical, and who are in the continuous employment of the employer, after attaining the age of twenty, on the 1st September, 1952, excepting those, who on 31st August, 1952, have any pension rights under the Act, and those men over age 55 and women over age 50, before commencing continuous employment. (*Rule* 5.)

Transferred members

Staff already having pension rights may become transferred members on such terms as the employer may determine after consultation with the Actuary. (*Rule* 6.)

CONTRIBUTIONS

MALE: 5 per cent on salary up to £425 per annum.
6½ per cent on salary in excess of £425 per annum.

FEMALE: 4 per cent on salary up to £425 per annum.
5½ per cent on salary in excess of £425 per annum.

For the purpose of the rules "salary" includes any war bonus and cost-of-living bonus but not payment for special duties, nor payment for overtime, nor any emoluments in kind. Contributions cease on reaching normal pension age which for men is age 65, and for women age 60. The employers will make regular contributions per member, plus such additional sums as are necessary to maintain the solvency of the schemes. (*Rules* 9, 10 *and* 11.)

BENEFITS

Pensionable salary means the average annual salary received during the five years immediately preceding retirement. (*Rule* 12.)

Conversion of previous service

A member having previous unpensionable service may convert up to 20 years of such service into pensionable service on the basis of one year's pensionable service for each two years of such previous service by paying a sum equal to 2 per cent. of his salary on entry, multiplied by the number of years which will result from the conversion.

The payment may be made by a level periodical contribution spread over future service to normal pension age, providing the total contributions in a year do not exceed 8 per cent. of salary in that year. (*Rule* 13.)

Retirement pension

A member's retirement pension shall be the aggregate of 1/80th of the first £425 and 1/60th of the remainder of pensionable salary in respect of each year of pensionable service, up to a maximum of two-thirds of pensionable salary. (*Rule* 15.)

Retirement on ill-health or infirmity

After 10 years' service, a member who is compulsorily retired because of ill-health or infirmity will receive a pension calculated on the same basis as the retirement pension, but with a minimum of one-half of the pension to which he would have been entitled had he continued working until normal pension age and his salary had remained unaltered. (*Rule* 16.)

Voluntary retirement

A member who voluntarily retires during the five years preceding normal pension age, having completed 25 years pensionable service, shall receive a pension calculated under Rule 15, reduced by 1½ per cent. for each quarter of a year of the period of early retirement. (*Rule* 17.)

Compulsory retirement

A member who is compulsorily retired by the Employer because of reorganisation or redundancy during the 10 years immediately preceding his normal pension age shall receive a pension calculated under Rule 15, but with a minimum of one-half the pension he would have received had he remained in the employ of the Employer until normal pension age and his salary had remained unaltered. (*Rule* 18.)

Retirement after normal pension age

A member who, at the request of the Employer, continues working after attaining normal pension age shall receive a pension calculated under Rule 15 and increased by 1½ per cent. for each quarter of a year of the period so worked. (*Rule* 20.)

Widow's pension

If a member dies after not less than 10 years' service, leaving a widow to whom he was married before he attained age 65, she shall be paid a pension, ceasing on her re-marriage, equal to one-half of the pension to which the member would have been entitled had he retired the day before his death and received a pension under Rule 16.

If a pensioner dies leaving a widow to whom he was married before he retired or attained age 65 (whichever was the earlier) she shall receive a pension, ceasing on re-marriage, equal to one-half the pension of the pensioner. (*Rules* 28 *and* 29.)

Children's allowances

A pensioned widow shall be paid maintenance in respect of a child of the member equal to one-quarter of her pension or, if and so long as there is more than one child, such child maintenance equal to one-half of her pension.

Where there is no pensioned widow, the guardian will be paid double the children's allowances which would have been paid to the widow. (*Rules* 30, 31 *and* 32.)

Other payments

There are provisions covering the payment of refunds of some proportion of their contributions to bachelors and widowers on their retirement on pension. (*Rules* 36 *and* 37.)

There are also provisions covering the payments to be made on the death of a member or pensioner who leaves no widow, and on the re-marriage or death of a pensioned widow. (*Rules* 38, 39 *and* 40.)

MISCELLANEOUS PROVISIONS

Added years

If in the opinion of the employer the circumstances of an employee over the age of 20 at the commencement of his employment call for special treatment, his pensionable service may be increased by a number of years to be specified on his admission to membership. Payment will be made for the added years by a lump sum or increased rate of contributions providing the employee's total annual contributions do not exceed 15 per cent. of his salary.

A member may by additional contributions up to a maximum of 15 per cent. of his salary convert previous unpensionable service into pensionable service. (*Rules* 41 *and* 42.)

Reduction of salary

If the salary of a member is reduced (otherwise than upon a general reduction in salaries or by reason of his misconduct) he may elect to pay contributions based on his previous salary and for purposes of the pension scheme his salary will then be treated as not having been so reduced. (*Rule* 44.)

Transfer, withdrawal refund, and re-instatement

There are provisions governing the transfer of members from one gas pension scheme to another (*Rules* 23 *and* 24), and into or out of schemes covered by the Interchange Rules (*Rules* 26 *and* 27.)

Also, the Rules provide for the member who leaves his employment without being entitled to a pension and requests a withdrawal refund (*Rule* 21), and the member who within one year of leaving his employment, returns to it.

MANAGEMENT OF THE SCHEME

Each scheme shall be under the management of its own Committee, which shall be composed of two panels, one panel consisting of six persons appointed and replaced by the employer, and the other panel consisting of six persons elected by the members. Two of the members' representatives shall retire each year and an election shall be held to fill the vacancies.

The Central Committee shall be composed of two panels, each of thirteen persons, one person being appointed from the corresponding panel of the Committee of each Gas Pension Scheme. (*Rules* 49—82.)

Service conditions news

LOCAL GOVERNMENT by J. C. HAMILTON

No promotion for unqualified officers after December 31

FROM DECEMBER 31 this year, local authorities should implement in full the promotion provisions laid down in the Charter. This is the effect of a decision reached by the National Joint Council on October 15 that, from that date, local authorities would "no longer be authorised to exercise a degree of discretion" in the operation of paragraph 28. It means that, with few exceptions, only officers who have passed the appropriate Local Government Examinations Board examinations, or their recognised equivalents, will be eligible for promotion in the local government service. The exceptions are :

(i) officers who were in the service of a local authority on April 1, 1946, and who had on or before that date completed fifteen years' continuous local government service and had attained the age of 35 years.
(ii) officers who have passed the former promotion examination.
(iii) shorthand-typists, typists, and machine operators.

At the same time, the Council has added four more "technical" examinations to the list of examinations recognised for promotion purposes in the same way as the final examinations of other "technical" examining bodies. They are the examinations of the Institute of Works and Highways Superintendents ; Institute of Market Officers ; Incorporated Association of Architects and Surveyors (Building Surveyors Section) ; and higher national certificates in any group.

Other decisions reached and matters discussed by the N.J.C. included :

Subsistence and travelling costs

It has been agreed that the Charter provisions covering subsistence allowances (paragraph 19) shall be reviewed in six months' time. In the meantime, the following clause has been added to sub-paragraphs (a) and (d) :

"in cases where an officer is travelling by rail and necessarily takes a meal in a restaurant car, the actual cost of the standard meal as stated on the menu card shall be reimbursed to him."

The clause covering entitlement to rail fare has also been amended to provide that rail fare at any available cheap rate, or, in the absence of such rate, at the ordinary return rate, shall be payable.

Registration officers

It was agreed to recommend to the Registrar-General that, as an interim measure, the salaries of those registrars not paid in accordance with one of the National Joint Council grades should be increased by £25 a year. As reported in these notes last month, the Registrar-General has already approved appropriate increases to registration officers whose salaries are paid in accordance with the N.J.C. scales. The claim for a general review of salaries is still being considered.

Annual leave

The staff side's application for an increase in the annual leave scale was resolutely turned down by the employers.

Office hours

The employers' side reported that they had considered views which had been conveyed to them in relation to the present office hours under the national scheme, and that in their opinion these views justified consideration of the matter by the N.J.C. It was therefore agreed to refer it to the executive committee for examination and report.

London weighting and equal pay

No decision has yet been reached on the staff side's claims for increased London weighting and equal pay for equal work, which are still being considered by the executive committee.

Douglas negotiations begin : hope of early end to dispute

THERE ARE now good hopes that the dispute between NALGO and the corporation of Douglas, Isle of Man, will be settled by Christmas.

As members will recall, the dispute arose after the corporation, last February, not only rejected an application for adoption of the 1951 salaries award, but repudiated its acceptance of the local government Charter and withdrew its recognition of NALGO. The Association reported a trade dispute but, before this could be heard, the corporation applied to the courts for an injunction to prohibit reference of the dispute to an arbitration tribunal. Before this application could be heard, the corporation sent to each of its officers a document setting out new conditions of service less favourable than the Charter and including a clause which appeared to be intended to prohibit an officer, on pain of instant dismissal, from reporting any grievances to NALGO.

The Association accepted this challenge. It advised the officers not to sign the document nor to agree to the new conditions, and the Annual Conference in June instructed the National Executive Council to take all necessary measures to resist the corporation's anti-trade union policy and pledged full financial support to any members in the corporation's employ who might suffer as a result of its action.

Since then, long and difficult discussions have been in progress. These resulted in a declaration, confirmed by Douglas corporation on October 8, that :

The corporation never intended to exclude the right of members of its staff to be members of NALGO or to refuse to negotiate any agreement in respect of the staff with NALGO ; and

The corporation was willing to negotiate with NALGO on behalf of all of its officers who were members of the Association.

At the same time, the corporation expressed its readiness to open negotiations immediately on both salary scales and general conditions of service, and agreed that, with the exception of a temporary holidays agreement and of any salaries increased since that date, the Charter conditions agreed in January, 1951, should apply to all officers in the meantime.

The negotiations were due to start in Douglas on October 22, in the hope that any settlement reached would be confirmed at the December meeting of the corporation.

To smooth the way, the corporation agreed further, that, as soon as the Lieutenant-Governor had signed an amended reference to the Tribunal—which NALGO has agreed—it would withdraw the application for an injunction to prevent reference of the dispute to arbitration.

The hearing of the dispute will, however, be held over pending the new negotiations and, should these succeed, the dispute will be withdrawn. If, however, any points remain outstanding, the corporation has accepted the position that they should be submitted to arbitration.

Whilst it would be premature to claim that the problem has yet been completely solved, it is clear that the firm stand taken by the Association—and, in particular, by its members in Douglas—has won the major issue which was before Conference, that of trade union negotiation. With this obstacle out of the way, there is now every hope that full agreement will be reached and that NALGO can in future look forward to more cordial and co-operative relations with Douglas corporation than have existed over the past months.

More arbitration victories—and a lesson —for chief officers

ONCE AGAIN—six times again, indeed—NALGO has demonstrated its value to the chief officer as well as to the rank and file of the service.

A month ago, we told how the Industrial Disputes Tribunal had upheld the Association in its disputes with Wallsend and Swansea corporations, which had refused to pay their chief officers on the scales recommended by the Joint Negotiating Committee for Chief Officers of Local Authorities. Both authorities were told that they must adopt the recommended scales.

Since then, the Tribunal has given similar awards against five more local authorities—South Shields, Gateshead, Northampton, Blaydon, and Stanley.

The South Shields case is particularly illuminating, since it proves conclusively that not even the chief officer can afford to do without NALGO.

More than a year ago, the corporation refused to pay its clerk the salary recommended by the Joint Negotiating Committee for Town Clerks and District Council Clerks, a parallel body to that for chief officers. On that body, town clerks are represented, not by NALGO, but, at their own wish, by their professional society, the Society of Town Clerks.

The society reported a dispute, and the Minister of Labour referred the dispute to the tribunal. But before the tribunal could hear it, the corporation applied to the High Court for an order declaring that the tribunal had no jurisdiction to hear the dispute.

The court upheld this contention, on the ground that, because of the wording of the Industrial Disputes Order, the tribunal could only hear a dispute between an employer and more than one workman in his employ. Since there was only one "workman," the town clerk, and since the Society of Town Clerks represented only the town clerk at South Shields, there could be no dispute within the terms of the Order. The town clerk, therefore, had no means of compelling the corporato pay him the salary which the negotiating committee had recommended.

The other chief officers at South Shields have been more fortunate. When the corporation refused to pay them the recommended salaries, a dispute was reported by NALGO. This time, the corporation had no grounds upon which to challenge the jurisdiction of the tribunal; for the Industrial Disputes Order prescribes that it can hear disputes declared by a trade union habitually taking part in the settlement of terms and conditions of employment through the appropriate negotiating machinery, and NALGO is such a trade union and it took part in the settlement of the salary recommendations of the Joint Negotiating Committee, upon which it is represented.

When the case came before the tribunal, NALGO pointed out these facts, showed that the officers' salaries—though increased last April—were still below those recommended by the negotiating committee, and claimed that the recommended salaries were appropriate. For the corporation, it was argued that the present salaries were adequate and as high as the town could afford and that the recommendations had neither force in law nor moral sanction.

The tribunal, however, found in favour of NALGO's claim and awarded accordingly—with the result that these chief officers, acting through NALGO, have been able to get what the town clerk, acting through his professional society, was unable to get.

The other cases, against Northampton, Gateshead, Blaydon, and Stanley, were all on similar lines and all had the same result—an award in NALGO's favour. It is to be hoped that the few local authorities which have still failed to apply the salary recommendations will see the red light and will save their ratepayers the additional cost of resisting their adoption—and that the few chief officers who stand outside NALGO, or who are unwilling that it should represent them, will see the folly of their ways.

£290 pay increase for transferred officer —with £1,200 arrears!

THE SIXTH arbitration victory, as a result of which an education officer is to have his salary increased from £1,460 to £1,750, with retrospective effect to April 14, 1948, is of special interest to all transferred officers. The officer was a director of education to a borough council on a salary, in 1945, of £1,400 plus £59 16s. bonus. When the 1944 Education Act came into operation on April 1 of that year, he was transferred, at his existing salary, to the service of Middlesex County Council and appointed education officer to his former authority, which became a divisional executive. The county council laid down scales of salaries for borough or district education officers of which the highest, including bonus, was £1,060×50—£1,310. Since the officer's salary was protected, he continued to be paid at his former rate.

In April, 1948, NALGO submitted to the county council new salary proposals for its education officers under which this officer would have been entitled to a salary between £1,450 and £1,750. The county council refused to agree and, after fruitless efforts to promote a settlement through the Joint Negotiating Committee for Chief Officers, NALGO eventually reported a dispute to the Industrial Disputes Tribunal.

At the hearing, NALGO pointed out that the education officer's salary had not been increased since January 1945; that it was very little more than the salaries of three head teachers in his area; that, since his transfer, the salaries of the other chief officers in his former authority had been increased three times and were now £2,000×50—£2,250; and that the county council's scale, fixed without negotiation, was too low.

For the county council, it was argued that the Education Act had made the duties of the education officer less responsible than they had been when he was director of education; that the council's salary scales for borough education officers had to be related to the salaries of its chief, deputy, and assistant education officers; that a borough education officer was not a chief officer of a borough council but a senior officer of a county council; and that the salary claimed by NALGO was excessive.

The tribunal, however, found in favour of the claim, awarding that the officer be paid £1,750 a year with effect from April 14, 1948, the date on which NALGO first proposed this salary to the county council. As a result, in addition to the salary increase of £290 a year, he will get arrears amounting to approximately £1,200.

Ministry to reconsider uel overseers' honoraria

HE WHOLE question of re-imbursing onoraria to part-time local fuel overseers to be reconsidered. In the meantime, he system in force before April 1, 1952, to continue, at least for the present nancial year.

Last March, the Minister of Fuel and ower informed local authorities that, as rom April 1, it was intended to alter the resent basis of re-imbursement of ex- ere incurred in the administration of uel control and to adopt the standard ractice recommended by the Local overnment Manpower Committee of 950. This meant that, as from that date, he Ministry would no longer reimburse onoraria to part-time local fuel overseers.

NALGO wrote to the Ministry, xpressing serious concern and seeking an pportunity to discuss the position with he Ministry. A reply has now been eceived to the effect that, since there is reat difference of opinion among the ocal authority associations, including a uggestion that the recommendations of he Manpower Committee do not apply to reimbursement service such as fuel ontrol, the whole matter is to be recon- idered. It adds that NALGO repre- entatives will be given an opportunity of iscussing the question of honoraria with Ministry officials before final decisions are eached.

GAS SERVICE by G. H. NEWMAN

Claim for pay increase to go to next N.J.C. meeting

THE National Joint Council meeting, fixed for September 24, was cancelled because of the lack of major business on the agenda. The next meeting has been arranged for Wednesday, November 26.

The staff side of the N.J.C. met on September 24, at Headquarters, when the main items dealt with were :

Claim for salary increase—A claim for a general salary increase is to be submitted to the employers' side for consideration at the next meeting.

Redundancy—The serious position in the South West area is being carefully watched and all areas are being asked to keep the national staff side informed of any signs of redundancy.

London and provincial weighting—A claim for an increase in the amount of London weighting is receiving attention ; the question of provincial weighting has been deferred.

Metropolitan area—It was decided not to seek an extension of the Metropolitan area.

Subsistence and transfer allowances—Area staff sides are being advised to deal with these matters at area level for the time being.

Shorthand-typists—No action is to be taken at present to secure special scales.

Bank and statutory holidays—It has been agreed that staff required to work on a bank or statutory holiday shall be granted another day off in lieu.

Grading appeals—As a result of the reference of a large number of appeals from the South West area to the N.J.C., the conditions of service committee of the staff side is to examine the working of the appeals machinery.

Protected salaries—payment of salary increase—Further consideration was given to the position of staff receiving protected salaries who had not received the last cost-of-living award, and it was decided that no further action could be taken on the past award.

Publication of notices—The staff side is asking for information on the progress made in the areas in the publication of notices under paragraph 12, clause II, of the Constitution for discussion at the next N.J.C. meeting.

Nursing Aid Association—It is felt that no great need exists for a Nursing Aid Association to be set up for the gas industry and no action is to be taken.

WHAT EVERY LOCAL AUTHORITY SHOULD KNOW ABOUT **scrap**

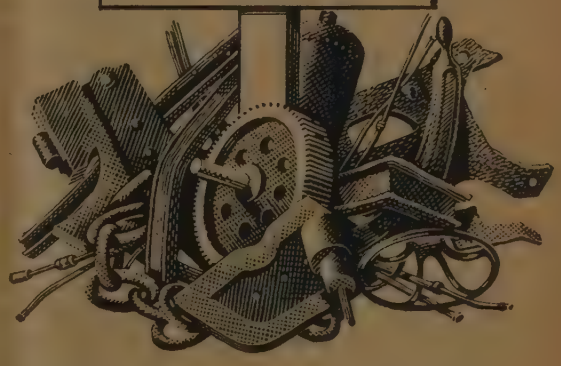
What is scrap? Anything made from iron and steel which has outlived its present usefulness — such as obsolete machinery, old bicycle-frames and gardening tools, broken farming implements.

Where is it? In houses and flats, in shops and offices. You will find scrap practically everywhere if you look for it.

What good is it? No good at all in its present state. But send it back to the steelworks and it can go to make the new steel that all steel-users need. Remember — a ton of scrap may make a ton of new steel.

Can't they make steel without scrap? Yes—but not enough steel. Last year, 58% of our steel was made from scrap. The more scrap we use the more coal, coke and iron ore we save for other important purposes.

What can local authorities do about it? You can help to speed up the country-wide Scrap Drive by organising special house-by-house collections of scrap throughout your area.



The British Iron and Steel Federation will be glad to co-operate in the organisation of these special scrap collections. For the address of your Joint District Scrap Committee write to the British Iron and Steel Federation.

SPEED THE SCRAP SPEED THE STEEL

Issued for the STEEL SCRAP DRIVE by the British Iron & Steel Federation and the National Federation of Scrap Iron, Steel and Metal Merchants.

National Consultative Committee

Meeting on September 20, the National Consultative Committee considered the business to be transacted at the meeting of the staff side (reported above). It was decided to ask area consultative committees to supply certain information to enable the committee to discuss further the question of a national scheme of car allowances—a subject which has been adjourned by the staff side. The committee also considered and gave its observations on various resolutions from Conference which had been referred to it by the National Executive Council (see pages 332–335).

There was an interesting debate on publicity, from which it appeared that gas members want as much publicity as possible about their work and conditions both in the press and in "L.G.S.," and that news of activities in the areas would be welcomed.

As these notes went to press, it was learned that a pension scheme had been approved by the Minister of Fuel and Power. The main provisions of the scheme are briefly summarised on page 336.

ELECTRICITY by L. G. MOSER

Industrial Court award on pay claim disappointing

"THE Court having given careful consideration to the Evidence and submission of the Parties award :

(*a*) that the Salaries of male officers in the General Clerical grade shall be on the following Scale :

Age	*Salary*	*Age*	*Salary*
16	£160	23	£310
17	£175	24	£330
18	£195	25	£350
19	£215	26	£375
20	£235	*	£395
21	£270		£415
22	£290		£430
			£450

* *Non-age above* 26.

(*b*) that the salaries of female officers shall be adjusted on the basis of the proportion which their current salaries bear to the current salaries of comparable officers.

(*c*) that the Salaries of Officers in the Higher Clerical, Administrative and Commercial Staff shall be increased by £20 per annum.

(*d*) that effect shall be given to the Award from 1st August, 1952."

Lower age-groups benefit

This Award, even after the sobering effect of the result of the local government officers' claim, must have disappointed many as well as myself. True, the general clerical scale increases at ages 18 to 23 are more favourable than their local government counterparts, but at the top two stages, and on the higher grades, the increase is £5 less.

In effect, the Award improves the general clerical scale at ages 16 and 17 by £10 for men and £8 for women ; at ages 18 to 20 by £15 and £12 ; and from 21 years onwards by £20 and £16 respectively. The percentage increase varies from 8·3 per cent to 4·6 per cent. The increase of £20 to the higher grades represents 4·4 per cent at the top of Grade 1 and is only 1·8 per cent of the maximum of Grade 9. Unfortunately, the Award does not clearly state the effect on the shorthand-typing, typing, and machine operators' scales. These grades will, of course, be covered, but the negotiating committee at its next meeting will have to discuss and clarify the position.

These increases—especially those in the higher grades—applying from August 1 only, seem to bear little relation to the claim for an increase of not less than 10 per cent as from March 1. Yet I am still convinced that the claim was both realistic and justified.

I cannot repeat here all that was said at the hearing, at which Lord Terrington presided. But the following summary, whilst necessarily omitting some of the arguments used, will give an idea of what took place.

In support of the claim it was stated :

That from February 1951—when the last claim was submitted—to February 1952 the official index of retail prices rose from 118 to 133—an increase of 12·7 per cent.

That the index of rates of wages indicated that over the same period, wages in the principal industries and services had increased by 10·34 per cent.

That salaries in comparable services—for example, local government, civil service, teaching, and banking—had been increased in respect of higher living costs over a similar period.

That a percentage increase is an equitable way of dealing with employees whose salaries vary according to duties and responsibilities, and that, whilst a lump sum increase had been agreed as a basis of settlement of the last claim, it would be wrong to continue a process which must reduce incentive to accept greater responsibilities.

Boards' case : "would increase costs"

The Boards' members justified their refusal to consider any increase mainly on the following grounds :

That between April 1948 and February 1951 the index of retail prices rose from 108 to 118—an increase of 9·3 per cent. Taking the June 1951 increases into account, the general clerical scale had been increased by an average of 14·6 per cent, Grade 1 by 16·1 per cent, Grade 4 by 9·8 per cent and Grade 9 by 5·6 per cent, at the minimum of the grades. Further, the application of new agreements since vesting day had generally resulted in incidental increases.

That the salary increases granted fro June 1 1951 took into consideration a circumstances at that time, and tha between then and December 1951 th Index rose from 125 to 130—an increas of only 4 per cent.

That it had never been conceded that salarie should move exactly in parallel with cost o living ; that salaries in the industry ar generally in line with those of othe national bodies ; and that there is n evidence of difficulty in recruiting staff present rates.

That a percentage increase would have disturbing effect on the salary scales an upset their present form.

That the Chancellor had recently stresse the dangers which would arise if continue pressure for higher wages went unchecked that the industry was facing considerabl increased costs, particularly for coal an transport ; that further salary increase would have a serious effect on its financia structure ; and that any further increas in the price of electricity would seriousl affect sales.

Unions' reply

In expounding the Unions' case an replying to the Boards' submissions, contended :

That the general clerical scale agreed in 195 gave no general improvement over the loca authorities' scale which was negotiated i 1945 and improved at arbitration in 194 at the lower ages only and by the additio of two increments ; that there was n evidence that increases generally resulte from the application of new agreement since vesting day, except where som companies had lower standards before then

That the operative date of the last increase represented the best bargain obtainable and had no significance in relation to the cost of living ; that the previous claim was based on cost of living at February 1951, and no later figure was quoted a any time. That the contention that the previous increase "cleared the slate" a June 1 was not therefore acceptable, but in any case, the Boards could not validly omit from *both* their comparisons the increase of 7 points between Februar and June 1951.

That, as the present increase was sought fro March 1, the cost of living up to Februar 1952 should be taken into account.

That, in the Unions' view, there is difficulty in recruiting junior staff of suitable calibre and this may well have serious results i later years.

That the effect of increased costs of coal and transport—due partly to cost-of-living increases granted to employees in those fields—was no valid reason for turning down the reasonable demands of staff i the industry.

That, whilst expressing no view as to whether in fact an increase in price would be necessary to meet the cost of the claim it was claimed in the Authority's Annua Report for 1951 that the average price o electricity had increased less than tha of other commodities.

That the Unions recognised the need fo some restraint in present circumstances but could see no reason why electricity staff should be denied what had been granted to similar employees elsewhere that even in the civil service, despite the policy of restraint which the present government had commended to all concerned, increases had been granted in

respect of a comparable period; that the claim therefore represented not the commencement of a new cycle of claims, but rather the close of a preceding cycle; and that it was no more contrary to the national interest than the claim met by the government in dealing with its own employees.

Whatever is thought about the amount of the Award, one thing is abundantly clear. Without the efforts of the Unions there would have been no increase at all. And yet there are still a few thousand administrative and clerical staff who do not belong to a Union. If there are any in your office, is not this the right time for you to persuade them to join NALGO and to make their contribution towards the work done to get the increases they enjoy?

National Joint Council

As a result of the re-planning of NALGO Headquarters' commitments, J. H. WARREN, general secretary, has found it necessary to resign from the National Joint Council. His resignation has been received with real regret by both sides of the Council, and well-deserved tributes were paid to his services since the Council's inception. Mr. Warren will, of course, continue to watch the Council's activities closely, and his interest in electricity matters will not diminish. His deputy—W. C. ANDERSON—has been appointed to the Council and to its negotiating committee.

When the reduced representation on the Council becomes effective—which may be before the next meeting—J. E. N. DAVIS will also resign. Again, there will be general regret at his departure and his great contribution to the Council's work will not be forgotten. As chief organisation officer responsible for NALGO's service conditions department, and for the co-ordination of all service condition matters, he will remain closely in touch with all that happens in the electricity field.

Managerial and higher executive grades

The annual meetings of the staff side and of the National Joint Managerial and Higher Executive Grades Committee were held on September 19. J. E. N. DAVIS was elected chairman of the former, and vice-chairman of the latter—a fitting tribute to the part he personally, and NALGO representatives generally, are playing in the difficult negotiations in this sphere.

The staff side drew attention to difficulties arising from the way in which the informal agreement to increase provisional salaries was being applied. It was eventually agreed that Boards should be asked for information as to how they had dealt with the matter and be invited to join in informal discussions with representatives of the trade unions.

The next meeting of the joint committee has been provisionally fixed for November 7, before which information should be available from the Boards to enable discussions on "permanent" salary scales to proceed. All will agree that it is more than time that some progress was made with this matter.

It has been agreed that the following grades only shall be excluded from the Joint Committee:

Central Authority: chief officers and deputy chief officers; chief labour relations officer; deputy labour relations officers; director of establishments; deputy director of establishments; district labour relations officers.

Divisions: divisional controllers; deputy divisional controller (London).

Area Boards: chief engineer; secretary; accountant; chief commercial officer; sub-area liaison officer.

The exclusion of these grades will not prejudice individual negotiations on the posts concerned should these prove necessary.

HEALTH by G. W. PHILLIPS

£10 to £25 pay increases for clerks and administrators

A SETTLEMENT was reached on the salary claim for administrative and clerical staffs at a meeting of the Negotiating Committee on October 30. The effect is to increase salaries in Grades A and B by between £10 and £20, and all other salaries up to about £1,000, by £25 (£20 for women in Grade C). The operative date is July 1, 1952.

The new grades, set out here with the old for comparison, are:

Grade A

	Men		*Women*	
Age	Old	New	Old	New
	£	£	£	£
16	150	160	145	155
17	170	180	160	170
18	190	200	180	190
19	210	225	195	205
20	230	250	210	225
21	250	270	225	240
22	270	290	240	255
23	290	310	250	265
24	310	330	260	275
25	330	350	270	285
	350	370	285	300
	370	*390	300	*315
	390	410	315	330
	410	430	330	345
	430	450	345	360

* Maximum for Grade A (restricted)

Grade B

	Men		*Women*	
Age	Old	New	Old	New
	£	£	£	£
18	230	245	225	240
19	250	265	245	260
20	270	290	260	275
21	290	310	270	285
22	310	330	280	295
23	330	350	290	305
24	350	370	300	315
	370	390	310	325
	390	410	320	335
	410	430	330	350
	430	450	340	360
	450	470	355	370
	460	480	370	385

Grade C—*men:* £440×15—£515 (£415—£490); *women:* £355×15—£445 (£335—£425).

Grade D—*men and women:* £480×15 (2)×20(3)—£570 (£455—£545).

Grade E—*men and women:* £545×20—£645 (£520—£620).

Grade F—*men and women:* £610×25—£735 (£585—£710).

Grade G—*men and women:* £710×25—£835 (£685—£810).

Other grades with maxima up to and including £1,000—£25 increase.

The settlement is by no means generous. Judged by the known increase in the cost of living—and the claim arose solely because of that—a much higher increase was justified; but the local government claim, which was similarly based and which, taken to arbitration, produced a disappointing award, was a limiting factor in the deliberations. As it is, the health service settlement is slightly better than the Tribunal's award for local government staffs.

"Protected" officers suffer

I regret to have to report, however, that the management side refused to concede the strongly pressed claim that officers with "protected" salaries (as a result of regrading under A.C. Circular 17) should receive similar increases. These officers will receive increases only within the limits of the new maxima of the grades of their posts. Other transferred officers will be given a further option to transfer to the new scales.

It is difficult to understand the management side's uncompromising attitude about officers on protected salaries. The glaring injustice has been emphasised to them time and again. With every rise in the cost of living, the position of these officers becomes more intolerable. The Minister of Health's promise to transferred officers to protect the salary scales they were receiving when they were transferred to the National Health Service has become a mockery, and it is not surprising that these officers, and their colleagues, retain little faith in the word of the Minister. The same applies to officers who received some measure of protection when their posts were regraded lower than "normal" under A.C. Circular 17 and to officers whose salary scales were protected after their posts were down-

graded as a result of the recommendations of the Minister's investigating teams.

Unfortunately, the decision of the Industrial Court in the dispute on the salaries of designated officers (A.C. Circular 21) was against us, and there would appear to be little point in further recourse to arbitration.

Your negotiators will continue to press the claims of these officers, however, in the hope that the management side will come to see the justice of our claim.

The staff side has reserved the position of officers with salaries of £1,000 or more; it is extremely unlikely, however, that any increases will be secured for them.

Nurses and Midwives Council

I understand that a settlement has been reached on the claim for a cost-of-living increase for nurses and midwives. Details remain to be settled, and an early announcement is expected.

Scales of salary have been agreed for nursery nursing staff of day, 24-hour, and residential nurseries, nursery schools and nursery classes. Details have been sent to branches.

Professional and Technical "B" staffs

Clerks of works: New salary scales for H.M.C. group clerks of works have been agreed, and a Whitley document may be expected soon.

R.H.B. technical staffs: All outstanding matters were settled at a meeting of Committee "F" on October 17. Details will be circulated to branches as soon as the Whitley document is available.

TRANSPORT by J. LANCASTER

Pay rise for weekly-paid staff of Trent Motors

APPLICATIONS for salary increases for staff have been submitted to all managements of company controlled road passenger transport undertakings in England and Wales where there are NALGO members.

In Scotland, where there is negotiating machinery, any application will, of course, be made by the staff side in the negotiating committee.

It is interesting to record that the first company to accede to our request for increased rates of pay is the Trent Motor Traction Co., Ltd., with whom the Association was recently in dispute on behalf of its members on the salaried staff. The agreed revised weekly rates, operative from September 15, 1952, are:

MEN: **£2.10s. (at age 15) × 5s. (2) × 7s.6d. (2) × 10s. × 15s. × 10s.—£5.10s. (at age 22) × 5s.—£7.5s. (at age 29).**

WOMEN: **£2.2s.6d. (at age 15) × 7s.6d. × 5s. × 7s.6d. (2) × 5s. (2) × 7s.6d.—£4.7s.6d. (at age 22) × 5s.—£5.12s.6d. (at age 27).**

There is no doubt that the increases granted to weekly paid staff will have their effect on the salaries of salaried staff and, whilst this may be an indirect method of obtaining improved salary scales for this class of officer, it is certainly as effective as is possible in the present circumstances. We shall continue to press our claims for salaried staff despite the difficulties with which we are faced.

Working hours reduced

Although the Tribunal awarded against our claim in the recent dispute with the company, I am informed that some benefit has accrued to certain salaried officers in the form of hours of duty, and it is gratifying to learn that the management has reduced the working hours of certain grades from between 60 and 70 to 46 a week. *I hope that this improvement will not be overlooked by our members either in Trent or in any other Company undertaking.*

Negotiations are proceeding with the managements of other undertakings, and it is hoped that these will soon be successfully concluded.

Docks and Inland Waterways

At the time of writing these notes, nothing further has been heard from the Docks and Inland Waterways Executive in response to the staff side's application for a 10 per cent increase in salary scales.

It has been reported to me from various parts of the country that NALGO members have received copies of a circular letter from the British Transport Officers Guild, in which it is stated that "a negotiating agreement has been signed with effect from July 1, 1952, which provides for negotiation by a joint committee of the Executive, the Guild, and the Transport Salaried Staffs Association, with provision that cases of a major character not resolved at the joint committee stage may be referred for arbitration to the chairman of the Railway Staff National Tribunal. The agreement covers all staff in positions above the special class categories with salaries not exceeding £1,599, with the exception of any docks managers there may be whose salaries are below that figure."

This statement is perfectly true, but what has not been explained is that, constitutionally, the joint committee referred to in the letter can deal only with senior officers employed at ex-railway-owned docks and at the headquarters of the Executive in Dorset Square.

The letter should not have been sent to NALGO members, as the British Transport Officers Guild well knows that NALGO is accepted by the Executive as an appropriate organisation within the meaning of the Transport Act, 1947, for the purpose of negotiation of salaries and conditions of service—in this case of senior officers. I have previously stated in these notes that the number of officers employed in the Waterways Divisions who are outside the scope of the National Joint Council is not large enough to warrant the establishment of a negotiating committee, but NALGO has, at every opportunity, made applications to the Executive on matters concerning salaries and conditions of service; in fact, I believe we are the only organisation to have made such representations on behalf of senior officers.

I trust that the position is now clear and that any doubt which may have been in the minds of some of our members will now be dispelled.

N.E.C. Committees

MEETING in London on September 20, the National Executive Council welcomed back R. F. HENDERSON, who was a member of the Council last year and has now filled the vacancy in the North Western and North Wales district caused by the resignation of L. H. TAYLOR, who, on his election as vice-president of the Association, resigned his elected seat.

The Council also confirmed the proceedings of its committees at their July meetings. The committees met again on October 3 and 4 and, whilst some of the decisions reached at these meetings are subject to ratification by the N.E.C. next month, information culled from the reports of both sets of meetings is given below. Decisions on the references from Conference are published separately on pages 332 to 335.

Service conditions

National Joint Council representation: J. P. PHOENIX has been appointed to the local government N.J.C. in place of L. H. TAYLOR, who has resigned. Mr. Taylor had been a member of the N.J.C. since its inception, and the committee recorded its appreciation of his valuable services.

Welfare and duly authorised officers: The chairman and vice-chairman of the service conditions committee are to meet representatives of the National Association of Local Government Health and Welfare Officers to discuss the present gradings of welfare officers and duly authorised officers.

Municipal and county chief librarians: The annual general meeting of the Library Association sent a resolution to NALGO, expressing "great concern that no adequate steps had been taken by the appropriate negotiating bodies to issue recommended gradings for municipal and county chief librarians," and asking that

e matter be brought to the attention of l concerned. NALGO has replied that e delay is due solely to the attitude the employers, and that the question national gradings is before the Joint onsultative Committee.

Grading of chief clerks in the fire service : o action is to be taken on a request for ecial grading for these officers. It is nsidered that their position does not ffer from that of chief clerks in other partments, and that anomalies can be ctified through the appeals machinery.

Agreement with N.U.G. & M.W. : The rvice conditions committee received a tailed report on the working of an greement between NALGO and the ational Union of General and Municipal Vorkers, laying down terms of acceptance to membership by either union of fficers in the miscellaneous class. The greement, which was approved by the 948 Annual Conference, is working well n the whole and is to be continued.

Mental health officers—superannuation : deputation from the T.U.C. National dvisory Committee for the local governent service, on which NALGO is epresented, has twice met officers of the linistry of Health to discuss the National lealth Service (Superannuation) Regulaons, 1950, as they affect mental health fficers. As a result, the advisory comittee decided to advise trade unions that, here members are dissatisfied, they hould first make an administrative approach to the superannuation division of he Ministry and, should that fail, submit formal appeal. The committee also ecided to urge the Minister of Health to mend the Act to provide for machinery f appeal where unions are not satisfied ith his decisions on the application of an mployee for designation as a mental ealth officer, and to express the hope hat an early opportunity would be taken, o introduce the necessary legislation.

Dismissal rescinded : A deputy clerk f an urban district council, having ppealed to the appropriate provincial ouncil against his salary grading, was pgraded by the council's appeals comittee from A.P.T. V to A.P.T. VI. His uthority, whilst not agreeing with the ppeals committee's decision, agreed to djust his salary, but, at the same time, esolved to inform the officer that it could ot afford to employ a deputy clerk on o high a salary, and his employment must herefore be terminated with three months. As a result of representations by NALGO's district organisation officer, his resolution has been rescinded.

Joint Consultative Committee : Three ore professional associations, over 60 er cent of whose members are also nembers of NALGO, have joined the oint consultative committee. They are : he Association of Park and other Horticultural Administrators ; the Assoiation of Inspectors of Weights and Measures ; and the Guild of Children's Officers.

Information for members : The service conditions committee has appointed a sub-committee, called the membership sub-committee, to be responsible for recruitment, information to members, propaganda, and publicity for the Association's economic claims. The sub-committee includes at least one representative of each of the services covered by NALGO.

D. C. Thomson & Co. Ltd. : According to the report of the Court of Inquiry set up by the Minister of Labour into the dispute between D. C. Thomson and Co. Ltd. and members of the National Society of Operative Printers and Assistants, employees of the firm were required, as a condition of employment, to give an undertaking that they were not members of any trade union. The service conditions committee considers that, on grounds of principle, such an attitude on the part of any employer must be condemned and opposed by all trade unionists.

Law and parliamentary

Private Bills : The committee approved action taken by the legal department in the interests of members affected by Bills promoted by Aldershot, Canterbury, and West Hartlepool Corporation.

Legal assistance : It was reported that, between April and September, the legal department had helped 59 members involved in legal proceedings in the course of their official duties.

A challenge

TO EVERYONE

WHO BELIEVES IN BRITAIN

TOM O'BRIEN
Chairman of the General Council of the Trades Union Congress.

"THE NEED to make a success of the National Savings drive is a challenge to everyone who believes in Britain. The 1952 Trades Union Congress reaffirmed the determination of the British Trade Union movement to put first things first. A high level of savings is of vital importance in overcoming economic difficulties at home.

The defence of our freedom and of our standards of living cannot be left to the other man or woman. Nor should we overlook the unrivalled facilities that National Savings offer for putting something away for a time of need.

As Chairman of the General Council of the Trade Union Congress I warmly commend the work of the National Savings Movement and confidently appeal to all Trade Unionists to give it their active support."

HOW TO ANSWER THE CHALLENGE

SAVING today is not easy, but being a member of a Works Savings Group is a great help. The money you put aside is collected regularly and then invested for you in National Savings where it is safe, earning generous interest and is used for the benefit of our country. Join your Works Savings Group now — if there isn't one, ask for a Group to be started quickly.

JOIN A WORKS SAVINGS GROUP NOW

Issued by THE NATIONAL SAVINGS COMMITTEE

Education

Scholarship scheme : Eighty-nine applications have been received for the D.M.A. residential course, to be held in London next January, mostly from the North Western and North Wales and the South Western districts. Sixty-three of the applicants are students of the NALGO Correspondence Institute.

Grants to universities : The usual grant of £50 is to be made to each of 18 university and university colleges which include the subject of public administration in their curricula.

Sheffield D.P.A.: The committee noted that arrangements have been made for the D.P.A. of Sheffield University to be brought up to pass degree standard, and congratulated the branch and district committee on their efforts to achieve this.

College of Teachers of the Blind : The college has been asked to consider removing the upper age limit which has been imposed on entry for the examinations for home teachers of the blind.

Recruitment of graduates : The committee is to review this question in the light of any report issued by the Local Government Examinations Board on its recent conference on graduate entry.

Public Relations

Research panels : NALGO is to set up joint research panels with the London School of Economics to examine the problem of local government finance and the working of the national health service. An approach to Oxford University suggesting that it should co-operate with the Association in research has met with a favourable response and will be followed up. The desirability of investigating Scottish local government finance is also to be considered.

Filmstrips : Photographic work on a series of five filmstrips illustrating the work of local government officers has been completed and it is hoped to have the strips ready early in the New Year.

District public relations schools and conferences : Excellent work is being done in the districts to foster the Association's public relations policy, and the committee has congratulated the organisers of the West Midlands one-day Conference in August and the Metropolitan weekend school in September.

Branch magazine competition : The usual competition is to be held again this year, though with some changes in the marking system. Magazines produced by office litho-offset machines will be retained in the duplicated class, but, should one of these magazines be awarded first place, a special award will be made to the best magazine produced by one of the older duplicating processes. An award for the best new magazine in each class will be made only when at least five are submitted and when the best of these attains a position not lower than tenth in its class.

Public relations in health and nationalised utility services : The committee's views on this question, which have been endorsed by the new membership sub-committee are :

It is unnecessary for the Association to publicise the work of the utility services in the same way as it seeks to publicise the work of local government, since gas, electricity, and company transport services undertake extensive public relations and publicity work ;

There is some need to publicise the work of the health services, but the complexity of the service and the fact that NALGO covers only certain sections of the staff make it impracticable for the Association to attempt this at national level ;

Such public relations as is undertaken for these services must largely be left to branches, with such general guidance and help as Headquarters can supply.

Benevolent and Orphan Fund

Campaign for the Fund : The chairman of the committee is to send a personal letter to branches urging them to launch a campaign to increase the number of subscribing members to the Fund and to point out the benefits of life membership.

Change of address

AS FROM NOVEMBER 3, the address of the Metropolitan district office will be **Derbyshire House, St. Chad Street, London, W.C.1**

Christmas hampers : These will again be sent to necessitous beneficiaries this year.

General Purposes

Cyprus Lodge, Lytham, St. Anne's : A building licence covering the work necessary to make these premises suitable for use as a NALGO convalescent home has been granted, with effect from November 1.

United Nations Association : The President and the general secretary will represent NALGO on the Standing Conference of English organisations on the economic and social work of the United Nations. The Conference meets in London.

National Federation of Professional Workers : NALGO is not to apply for affiliation to this body for the time being.

NALGO's 50th Anniversary : Further consideration has been given to the celebration of the Association's Jubilee in 1955. It has been decided to extend the period of celebration from July 29 (the actual anniversary) to December 31 ; to hold a dinner to give national publicity to the event ; to give a reception in London to which representatives of branches will be invited ; to publish a history of the Association ; to hold an international summer school in this country ; and to encourage district and branch celebrations and exhibitions.

University Correspondence College

U.C.C., with its staff of highly qualified specialist Tutors, prepares students by post for examinations. The College, founded 1887, is an Educational Trust, and the moderate tuition fees may be paid by instalments. Courses are offered for:—

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CIVIL SERVICE

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Hosp. Admin., Statistical & other exams. Mod. fees, instalments. 22,000 successes. 1930-51. **Prospectus** free from C. D. Parker, M.A., LL.D., Dept. RH92,

WOLSEY HALL, OXFORD

Readers' Forum

FORTY-HOUR WEEK ?

More pay—more leisure''

E IN local government and its allied rvices work 38 hours a week. Is this nough today, when everyone is being sked to work just a little harder ?

I believe that we could, with advantage nd gain, increase our working hours to 0 and, in return for this concession, ask or a five-day week. Hours of work ould, by agreement, be either from 8.30 o 5.30 or from 9 to 6, with the normal ne-hour break for lunch. Many private rms work a five-day week, and I am sure hat, with a little give-and-take, this could e extended to local government and ould help recruitment.

I do not suggest that the extra hours hould be unrewarded. No, two hours' xtra work merits two hours' more pay—quivalent, at plain-time rates, to an ncrease of just over 5 per cent in salary.

The change would mean more money nd more weekend leisure for the em-loyee. Is it not worth considering ?

P. G. H. WOODROFFE

reasurer's dept., lythe, Kent.

SALARIES POLICY

What the critics would do

N YOUR FOOTNOTE to my letter n salaries in the October journal, you sk me to say what NALGO'S olicy should be. I suggest :

1. A national campaign to draw all nembers into trade union activity, by egular and frequent branch meetings.

2. A series of "L.G.S." editorials rankly explaining the drastic economic ituation into which we are moving and he vital necessity for the increased pur-hasing power which *alone* can slow up he accumulation of unsaleable goods, and revent our members being ruined.

3. A new salaries claim, backed by nass meetings open to the public, to-ether with a press and publicity campaign ased on our members and branches.

Handicapped as I am by lack of space, he facts supporting these suggestions, nd other suggestions, must be omitted. They are submitted in the hope that 'L.G.S." will devote more space to this nost important subject. If the problem s not solved, then such matters as 'examinations" and "efficiency" will, n the absence of conditions relating them o reality, become mere excursions into loud-cuckoo-land. Let us have more ictermination on the part of members and ess evasion by the editorial department.

KEN GEERING

Mid-Sussex H.M.C., Cuckfield Hospital, Sussex.

"Another 20% claim !"

HERE IS the barest outline of the kind of policy I should like to see NALGO adopt :

Repudiate the policy of "wage restraint''—meaning that salaries should rise, if at all, much more slowly than prices—which appears to have been adopted by the N.E.C. without Conference endorsement.

Resolve to make a fresh claim at an early date for an all-round increase in salaries of at least 20 per cent. to catch up with the rise in the cost of living since 1946.

Recognise that the employers will be moved, not so much by the justice of our claim, as by the bargaining power behind it, and that this depends on our winning the sympathy of the public for our cause.

Launch a vigorous campaign to win this sympathy, based on the vital importance of the social services and the necessity for properly paid, contented, and efficient L.G.O.'s to run them.

Recognise that public support can be won, not by a newspaper campaign alone, but by energetic action by the rank and file in the branches—such as petitions, deputations, public meetings, and demonstrations.

Repudiate the doctrine that higher wages, without increased output, inevitably lead to higher prices ; and adopt a policy for the reform of the rating system, to show how the money for the 20 per cent. increase can be got without a rise in rates. For example : abolition of the derating of industrial premises ; reduction of the rate of interest to 2 per cent.

Recognise the duty of NALGO to campaign for better social services in the interests of the public ; and that increased output in this field depends, not primarily on higher personal efficiency, but on the intensity of the public demand for more housing, education, health, and other social services.

Encourage the maximum discussion on these issues, leading up to a special national conference as soon as practicable.

R. SIMON

Town Hall, Ealing, W.5.

Is it not our correspondents who are living in cloud-cuckoo-land ? The N.E.C. did not subscribe to the policy of wage restraint ; it did claim an increase ; it took every constitutional means open to it to get that increase—and the award of the Industrial Disputes Tribunal was the result. The award means that, in the opinion of the Tribunal—the final court of appeal—current salaries in local government are the appropriate ones for July 1, 1952. Therefore, any future claim can be based only on increases in the cost of living since that date. The employers know that, were we to claim 20 per cent now and were they to refuse it, as they certainly would, the Tribunal would support them. It is not the public, nor the newspapers, that fix our salaries, but the National Joint Council or, should it fail, the Industrial Disputes Tribunal. To imagine that petitions, demonstrations, and public meetings will influence either today is wishful thinking.

Letters for the December journal must reach the editor, 1, York Gate, Regent's Park, London, N.W.1., not later than Wednesday, November 12.

N.E.C. VOTING RECORDS

No "major issues ?''

". . . For the information of members, all reports of National Executive Council meetings published in 'L.G.S.' shall contain a record of individual voting on all major issues discussed by the N.E.C.''

This resolution was adopted by the Aberdeen Conference in 1949. The following year, an Islington delegate asked why only two such records of voting had been published. He was told that the N.E.C. had decided that subjects discussed would be treated as "major issues'' only if it were moved and seconded, and the Council agreed, that they should be so regarded, and that this had happened twice only.

I know of no subsequent publication of voting records. Does the N.E.C. seriously suggest that no major issues have been discussed or that decisions reached were invariably unanimous ? That is stretching credulity too far !

Each April, members are confronted with ballot papers containing the names of candidates for seats on the N.E.C., backed up, very often, by seemingly impressive records of service with the Association. Thousands of members refrain from voting because they are ignorant of the true abilities and sympathies of those seeking election. Worse still, many more distribute their votes indiscriminately or by reference to some illogical principle ; for instance, the systematic exclusion of a particular group—non-local government candidates, chief officers, or sitting members of the Council. (There are, of course, the misogynists !)

Yet, when faced with the chance of giving publicity to the views of elected representatives, the N.E.C. becomes shy and uncommunicative. How else than by open declaration of policy are our members to assess the merits and sympathetic leanings of candidates ? Whilst I appreciate the impossibility of wholesale publication of voting records, I suggest that the object of the Aberdeen resolution is defeated if it is left to the N.E.C. to define the words "major issue."

In giving effect to the resolution, the Council should be guided by some code of classification acceptable to NALGO's 200,000 members. I hope that some enterprising branch will sponsor such a code, and that Conference delegates next June will have the opportunity to examine it in the light of the declared internal public relations policy of NALGO —to keep its members well-informed. The present system makes a mockery of the democracy we profess to practise.

Islington branch. L. D. ROBERTS

THE PROBLEM OF APATHY

"Majority must prevail"

MR. BINGHAM'S comments in the September journal on the application of Mr. Goldstein's book to NALGO are interesting, but I must join issue with him when he says that a big organisation can function successfully only on the basis of a small active minority acting as leaven and leadership in a large passive majority. That is the attitude which enabled the Communists to secure control of some unions and which placed Hitler and the other dictators in power.

Surely the whole basis of democracy is that the will of the majority shall prevail and, in my view, it is the duty of democratic leaders to ascertain that will and then devise means to satisfy it.

That is not to say that all must be consulted in all the small details of administration: but policy must be laid down and controlled by the majority. Apathy is the enemy of democracy and should be contested at all times. The idea that the passive masses should be told what they want by any one person or group of persons is antagonistic to the ideal of democracy and it is to be regretted that a member of the N.E.C. should have given expression to such a theory. It lends support to the idea that a member's subscription is of more value than the member!

R. W. MCCORMICK

89, Belle Vale Road,
Gateacre, Liverpool.

"We *do* want to cure it!"

WAS IT just coincidence that Mr. Bingham's article appeared adjacent to an article on the Islington branch daily wall-newspaper?

Has not NALGO been pushed around long enough? Does not Mr. Bingham realise that we are pushed around because we are largely regarded by our employers as "a tea and bun club"?

Does he not realise that to interest and secure "active participation" by the members you have to *interest* them, not "stunt," "prod" or "goad"?

He must surely know that the strength of a chain is in its weakest link and that NALGO's weakest link can be the individual member if he is left out of the picture.

And I do not believe that Mr. Bingham regards low attendance at meetings as a sign of satisfaction. No, it is a sign of apathy—and we *do* want to cure it. It is out of apathy that repressive dictatorships are born!

Town Hall, Islington. E. J. SHARP

If our correspondents will read the article again, they will find that Mr. Bingham agrees with them. "We must," he wrote, "keep our members fully informed of all that is being done in their name and on their behalf, and must ensure that each member knows that he can make his views and influence felt on any issue if and when he wishes to do so." This is a crucial problem, on which we shall welcome other views.

Wall newspaper's value

I AM SURPRISED that Mr. Waddell, a member of the Metropolitan District public relations sub-committee, should (in the October journal) criticise Islington's wall newspaper. Surely he realises that out-of-date news is no news! "L.G.S." (a monthly magazine) is evidence of this, and I wonder how Middlesex manage to keep up to date with a quarterly. Whilst his magazine is discussing the last pay award, Islington are talking about the next!

The suggestion that "Islingtonic" is a "glorified notice board" is untrue. Admittedly, both are attached to the wall, but there the comparison ends. Notice boards are dead, full of stale news and details of last Christmas' dance; the value of the newspaper is in its life, current information, pungent comment, and wit. If Mr. Waddell is so concerned with the additional work for the part-time editor, I suggest a judicious spreading of the load; who knows, he might even get the public relations officer to help. I agree with him only when he says that "Islingtonic" is not a branch magazine: but nobody suggested that it was. The branch magazine fulfils a different, but no less important, function; a greater attention to detail, prolonged discussion, and subsequent use as a reference book. In other words—a supplement to a news service.

129 Lymington Avenue, S. WRIGHT
Wood Green, N.22.

TOO MANY EXAMINATIONS?

"An inefficient yardstick"

HOW REFRESHING was E. M. HUTCHINSON'S article in the September journal on the education of officers in the public services and how effective his contention that an examination is an inefficient yardstick to measure administrative ability! Do examination qualifications confer humanity, integrity, courtesy, and the ability to make right decisions on their holders? Can studies for them promote that breadth of outlook which is attained by wide reading in a variety of subjects? Which is the most valuable to an officer and to the service in the everyday performance of his duties; the qualities cited above, or an encyclopaedic knowledge of the arid and frequently irrelevant subjects which the student must study to obtain promotion?

The ratepayers are our employers, and their interests should be paramount. The criterion in making an appointment should be ability to do the job. Of two candidates, one unqualified but of proven efficiency, and the other highly qualified but less efficient, which should be chosen? Ask any ratepayer.

Taunton. "OLD MOORE"

WOMEN D.M.A. CANDIDATES

Comparison with men

IN HIS SEPTEMBER Diary, "Abingdon" says: "of the 423 candidates for the D.M.A. intermediate, only 11 were women, of whom only three passed." How many of the 412 men passed, and what is the ratio of the total number of men and women in the service?

"For the final," he adds, "there were three women among the 24 entrants, but none passed." None of the women, or none of the entrants?

"These figures," he continues, "hardly suggest that there are many career women in the local government service . . ." (If so, they also suggest that there are not many career men!) ". . . prepared to justify the claim to equal pay on grounds of equal work." So women must prove themselves *better* than the rank and file in order to show that they are *equal*!

The very next paragraph urges us to examine the contention that paper qualifications are not the best measure of ability. Neither are they a sure passport to promotion, particularly for women.

CHRISTINE WALTERS

110a, Eversley Avenue,
Barnehurst, Kent.

Of the 412 men sitting the intermediate, 186 passed, and of the 21 men sitting the final, eight passed the full examination, eight passed in part II, and five failed; there were three women candidates and all failed. Women form, roughly, about 30 per cent of all local government officers.

HORSE SLAUGHTER CRUELTIES

How officers could help

I ENDORSE the views of Peter Lomax in the October "L.G.S." on the slaughter of horses. It is to the local government officer that the public looks to ameliorate their sufferings.

Whilst this business is allowed to remain in the hands of private individuals it will be difficult to supervise the actual slaughtering, which takes place, even in London, at night. I hope that, at the forthcoming Government inquiry into this traffic, local authorities will urge the municipal ownership of slaughter-houses.

Another way in which local government officers could stop unnecessary suffering would be to assure themselves and their committees before the sale of council horses that the animals will go to good private homes or will be bought by reputable firms of slaughterers.

62, Elmwood Road, PETER E. HUNT
West Croydon, Surrey.

NALGO comes to Monk's Farthing

by 'MAGSMAN'

I HAD a final look at the notice before pinning it up.

Municipal Officers' Unallied Society for Everything

MONK'S FARTHING BRANCH

In the absence of any list of members of the above Society, its (?)th Annual General Meeting is hereby called by open notice for Friday, November 7, 1952, at 7.00 p.m. at the "Snake and Rabbit."

MARCUS MAGSMAN, *Hon. Sec.*

The agenda included the motion "That Monk's Farthing Branch of M.O.U.S.E. be wound up and application made for membership of NALGO."

Spoutingforth was first to see it. "What's this, eh? Revolt!" He rubbed his hands. "I was hoping this Birmanpool cove would start something."

"Well, perhaps," said Wavering uneasily, after he had read the notice. "But is this a good thing? After all it's only a fortnight since Magsman arrived here from Birmanpool, and you know what those Big Branch people are. The Clerk won't like it."

When Lucy, the Clerk's typist-secretary, and Ginger, the office boy, arrived, Spoutingforth pointed out the notice.

"Phew!" whistled Lucy. "The Council won't wear this, you know. The Squire hates all trade unions. Not to mention Councillor Granite and Major Rait-Payre."

Later, the Clerk sent for me.

"Ah, Magsman," he said, as affably as his craggy features would allow. "I noticed your little joke on the board. It is only a joke, of course?"

"One of the disadvantages," I remarked obliquely, "of a society with only one branch, is that it has no annual conference at the seaside. Whereas NALGO . . ."

He studied the ceiling, thumbs behind his lapels.

"And an active Branch President would be expected to keep in touch with London," I added, softly.

He nodded, thoughtfully.

"A strong association might help to secure improved gradings," I continued. "For example, supposing an officer were cook . . . er, doing the books of Featherbed Farm as an extra source of income, a better grading would release him from that necessity."

"I shouldn't . . . I mean, the officer concerned might not want to be released from that necessity," he said sharply.

"The Parish Register of Three-legged Ducks," I said hastily, "a known drudgery, could be passed to a less exalted officer."

The Clerk drummed his fingers on the table. "There are powerful forces of which you know nothing," he said, regretfully.

"Like Major Rait-Payre?" I asked innocently.

He nodded. "A just and upright man—and a great local hero."

"Because he won the Far Eastern Campaign practically single-handed," I murmured.

"He did indeed play a noble part, I understand," said the Clerk reverently.

"My own military career," I announced "took me to that very theatre, and I even met Major Rait-Payre. He was C.O. of No. 1 Repatriation Camp for Disabled Battalion Mascots—very far behind the lines.

"I called on him last night and happened to remind him of our happy comradeship-in-arms. I had little difficulty in persuading him of the wisdom of Monk's Farthing extending its mature and moderating influence out into the wider world of trade unionism."

"Squire Arkey may not be so easily persuaded," said the Clerk.

I winked.

"Councillor Granite? Doctor Proctor?"

"All arranged."

"Congratulations," said the Clerk.

Opening the door, he said in a loud voice which all could hear: "And if you follow my instructions precisely, Magsman, there should be little doubt about the issue. Good luck." He was, I felt, a man after my own heart.

The meeting was a roaring success. The Clerk, as chairman, delivered a rousing speech on the inalienable right of every man, woman and child to organise in defence of common interest, and ended by personally issuing a NALGO application form to all present and standing over them until each had signed.

The Council soon heard that every member of the staff (except the Clerk, who considered it wise to maintain a position of strength on the fence) had joined NALGO, and debated whether its officers could be allowed this demonstration of independence. Just before Major Rait-Payre rose to speak, I passed to the Clerk my photograph of No. 1 Repatriation Camp with the Major standing beneath the gateway bearing its name. The Major cleared his throat. "Dash it all, gentlemen," he said, "we cannot, in this day and age, stand in the way of progress, what?"

Dr. Proctor thought that what was wanted was more vaccination against foreign ideas with every community run by committees of trained doctors.

Squire Arkey denounced these newfangled ideas, smothering the native genius for fair play, hard work, and doing what their betters told them.

Councillor Granite was absent.

When it came to the vote, several things happened at once. The Clerk asked for a doctor to go to the public office immediately. Lucy had fainted right on time. A fire engine clanged past and a rich yokel voice, suspiciously like that of Ginger, the office boy, was heard outside the window: "They do say that be the Squire's place." The Squire ran out, to discover half an hour later that the call was to extinguish a bundle of old "extra firewood" claims that had caught fire in the Clerk's garden.

Councillor Granite came in hiccuping and singing "Rolling Home," just in time to vote for the "Ayes." At least, the Clerk recorded the raising of his hand to loosen his tie as a vote. My wife's raspberry wine had done its work.

The resultant minute showed that Monk's Farthing council believed that every employee should be encouraged to join the appropriate trade union.

Democracy had spoken.

MY BOOKSHELF

by LAURENCE WELSH

Up the river

THE NEXT best pleasure to a leisurely trip up the Thames is reading a good book about it. In **Time on the Thames** (Architectural Press. 21s.) ERIC DE MARE writes engagingly of its charms (and occasional horrors) without exaggerating either, and with a discriminating appreciation of natural and man-made beauty. The photographs are exceptionally attractive and are well chosen to emphasise the points of Mr. de Maré's pithy text. This is at once a guide book, an interpretation, and a prophecy about the future of the river as a kind of National Park.

Health service in perspective

The national health service has been the centre of so much political strife that it is not easy to avoid the prejudices which derive from the one-sided assertions of contestants. Neither its friends nor its foes can draw much support for extreme views from SIR JAMES STIRLING ROSS who, in retirement, after playing a leading rôle in setting the service on its feet, has written a dispassionate, factual account of its historical background, its aims, and the measures taken to achieve them. **(The National Health Service in Great Britain.** Geoffrey Cumberlege: Oxford University Press. 30s.).

This book has the merits and demerits one expects from a public administrator. It contains almost all the information needed to understand and appraise the service; it eschews dogma and over-emphasis; but it does not always give answers, even when the fact seems to warrant them, to such basic questions as how much the service ought to cost or whether a remedy has been found for overcrowded doctors' surgeries in some areas while others are half empty. The author states these and other problems with admirable lucidity; summarises what this, that, or the other commission of inquiry has said on the subject; and then leaves things to the reader. More of his own views would have been welcome.

Nevertheless, a careful reader may find (often between the lines) a corrective to illusions which have been carefully nurtured by some critics. The earlier troubles of the service are seen to have now little more than an historical interest. Even American doctors, the author proves, are less hostile than some of their most publicised pronouncements have implied; he cites several American reports which show that, for the more discerning visitors, the merits of the service were not obscured by trivialities about wigs or dentures.

The reader who looks in this book for the factual basis on which to judge the service and decide what ought to be done to improve it will be rewarded. Even if the author's objective manner borders on colourlessness, this has the merit of forcing the reader to make up his own mind.

"Madam, I assure you I was merely reading aloud."

Lexicon of youth

A healthy form of humiliation is to read a schoolbook on one's favourite subject and see what a lot one can learn. I have just had that experience with **Government and You** by ARTHUR CAVE (Methuen. 5s. 6d.) and **You and Your Town** (Educational Productions. 2s.). Mr. Cave knows how to approach young folk: he writes in the first person, introduces local allusions and conversations, and sustains the interest quite brilliantly. In short, he is a master of popularisation from whom few of us, however remote our schooldays, could fail to learn something. The Educational Productions booklet was prepared in collaboration with NALGO; it would form the basis of half a dozen talks or lessons which could be embellished by showing the illustrations by means of an epidiascope. They are also seperately available as exhibition posters

Education notes

by K. S. CARTER

EIGHTY-NINE applications have been received for the 39 NALGO scholarships to the residential course for D.M.A. candidates to be held at the end of the year. If sufficient accommodation is available, members who are not awarded scholarships but who want to attend the course at their own expense will be able to do so. The fee will be about £12.

Welfare services school

Some adjustments have been made to the programme for the national weekend school on the welfare services announced in last month's "L.G.S." to provide for more discussion on domiciliary care for the handicapped. The programme is now almost complete, and the following have accepted our invitation to lecture: R. G. RICHARDS, county welfare officer, East Sussex, on *Residential Care*; J. WILSON, director of welfare services, Rochdale, on *Domiciliary Care*; F. J. BRYAN LONG, county welfare officer, Hampshire, on *The Administration of a Welfare Department*; and H. E. G. WILLIAMS, M.B.E., superintendent of Cranford Lodge Welfare Establishment, Knutsford, on *The Administration of a Residential Home.*

The fee, which includes accommodation and meals at the Prospect Hotel, Harrogate, from dinner on Friday, November 21, to tea on Sunday, November 23, and all gratuities, will be £3 17s. 6d. for NALGO members. We have already had several inquiries from welfare departments, and I hope that we shall also have a large representation of staff of residential homes.

New subject in the D.M.A.

The education committee of the Local Government Examinations Board has agreed to allow candidates to offer a paper on the Welfare Services in the Final D.M.A. examination. Those who wish to take this paper in 1953 must notify their intention to the Board before December 31. A syllabus is being prepared and will be published soon.

I feel sure that many members in the welfare services will want to take advantage of this opportunity. Intending candidates for Part II of the 1953 D.M.A. Final will doubtless already be quite well advanced in their studies and it might not be wise for them to change subjects at this stage, but members who are preparing for 1954 will have ample time for the necessary reading. We shall be considering the preparation of a correspondence course on the welfare services when the syllabus is published.

Course in public cleansing

A few members have written to ask whether the NALGO Correspondence Institute will arrange a course for the examination of the Institute of Public Cleansing. I should like to hear from any others who would be interested in a course for this examination.

At Random

Thought for the month

Man's capacity for justice makes democracy possible; but man's inclination to injustice makes democracy necessary.—*Dr. Reinhold Neibuhr.*

Bedside manna ?

Alderman Stringer, addressing the luncheon party on the day of general works' annual inspection said: These engineers have to make the best of the facts as they find them. It's like the man who went to the doctor with insomnia, and the doctor prescribed a bottle of wine at bedtime. "Really, doctor," he said, "will a bottle of wine at bedtime enable me to sleep?" "Perhaps not," was the reply, "but at least it will enable you to stay awake without feeling so darned miserable!" — "*Camera Principis,*" *Coventry branch magazine.*

MOH—P=O

"Under the present set-up medical officers of health seem to be looked upon as survivals who have outlived their time. More popular in the public, as well as the Ministerial, view are those rare fellows—Physicians, Pathologists, Pædiatricians—in fact, anyone whose designation begins with the magical letter P... until we have got a new name we shall never attain any respect from our medical colleagues, our employing authorities, or the public. P must come into this; P is absolutely essential; P is the transformer; P is the touchstone—without which public regard can never come to us. And I think the way is easy and the outcome bright. Let us only make more astute use of our training and experience as experts in hygiene. As specialists in Psanitary Pscience we shall surely deserve well of our P-loving Public."—*A correspondent in "The Lancet."*

Bottleneck

We enjoyed Kingsley Martin's story in *The New Statesman and Nation* recently about his friend who could not persuade the dustman to take away his empty bottles. In desperation, the story goes, "he rang the borough engineer's office to ask how one got rid of bottles. 'You can get twopence each on some of them at the shop,' he was told. 'But I don't want twopence each,' he cried, 'I want them taken away.' Then, said the borough engineer's office, it would tell him a secret. Bury two bottles a week in the dustbin, among the cabbage leaves and empty tins, and the dustman will have tipped them into the van before he knows what he's doing. That was seven weeks or 14 bottles ago; and, because the process has proved unequal to the domestic bottle-intake, my friend now looks gloomily forward to the day (he accepts its inevitability) when he must find somewhere else, temporarily bottle-free, to live."

Some bin—some bey !

A man and his wife were taking a Sunday evening stroll round one of the new Corporation housing sites. The man halted and, pointing to the houses on one side of the road, said to his wife, "Them winders bey bay winders—bin um." Turning and pointing to houses on the other side of the road, he said, "But them winders bin bay winders—bey um."

Glossary: bin—are; bey—are not.—*Sent in by H. Guest, Rowley Regis, Staffs.*

Procrastinators, please note

We cannot do everything at once, but we can do something at once.—*Calvin Coolidge.*

Indecision is fatal. I'd rather make a wrong decision, many of them, than build up a habit of indecision. I've known men who built successful careers in spite of many wrong decisions, but never one who built a career on indecisions. If you're wallowing in indecision you certainly can't act—and action is the basis of success. —*Jimmie Walker, quoted by Marie Beynon Ray in How Never To Be Tired.*

Apt errors from the U.S.A.

A well-known beauty expert says that beauty is not a question of age. It is making the best of one's good paints.

Each of the attractive girl cheerleaders had a large golden H on her seater.

Hartman was said to be resting easily by a hospital nurse.

Scottish notes

by J. B. ADAM

Memorial trophy

The memorial to the late MISS MARY FORSYTH, Aberdeen, is to take the form of a trophy to be awarded to the branch making the highest contribution towards the B. and O. Fund. At the Kirkcaldy meeting of the district committee, the art critics had a field day discussing the rival merits of a shield—or as one enthusiast put it, "an objet d'art in filigree silver." The final form of the trophy has yet to be decided.

Women's conference

One of the outstanding events in the Scottish NALGO calendar took place in Glasgow on October 18, when the women's conference met in the Grand Hotel. This year the emphasis was on the work of women in the nationalised services, and various lady speakers dealt with the opportunities, problems and difficulties of their colleagues in these important spheres of public service.

Acting honorary treasurer

Since the retirement of J. J. ALLAN to take up an appointment abroad, H. MCKECHNIE has been acting as interim honorary treasurer of the Scottish district committee. He is town chamberlain of Buckhaven and Methil, and has represented Fife county on the district committee for some time.

President's visit

Members north of the Tweed had an opportunity, in delightfully informal surroundings, of meeting NALGO President, WATSON STROTHER, and Mrs. Strother at the summer school at Macintosh Hall, St. Andrews. This all too brief encounter has whetted our appetite for the presidential tour early next year.

Incidental local government

There is a film at present being circulated in Scotland, which, I understand, contains some incidental, but none the less effective, propaganda for the local government officer. Its title is "Something Money Can't Buy," featuring Patricia Roc and Anthony Steel.

Obituary

Older members will have heard with regret of the death of WILLIAM BORLAND. Mr. Borland was one of the stalwarts of NALGO in the early days of the Association in Scotland. For many years Inspector of Poor and Clerk to the Parish Council of Eastwood, Renfrewshire, and later with Glasgow Corporation, he was a man of sturdy independence of thought and action and was well versed in problems arising from compensation for loss of office. Mr. Borland is survived by his wife and son, to whom we offer sympathy.

Branches' fine response to Benevolent Fund appeal

NALGO's Benevolent and Orphan Fund, which last year spent nearly £56,000 in relieving financial distress among more than 1,000 members and widows and orphans of members, but received only £45,000 in subscriptions and donations, is calling for more income. Some branches have anticipated its call.

Outstanding among these is **Croydon** which, with characteristic energy, organised not just one dance, whist drive, or raffle, but a *B. & O. Fund Week*.

Beginning on Saturday, September 27, with a dance, it continued on the following Tuesday with a "Casino evening" with "horse racing" (complete with tote) and similar flutters, and culminated, after a whist drive on the Friday, with a crowded Saturday fair, including a children's fancy dress parade, conjuring display, flower, fruit and vegetable show (the produce being later auctioned), sideshows, and another dance. In addition, during the week there was a big Cesarewitch draw and many departmental raffles and competitions, for which senior officers gave prizes.

Result: £150 for the Fund which, added to £250 from normal subscriptions, £65 from raffles and competitions throughout the year, and £100 from branch funds, will bring Croydon's contribution this year to over £500, nearly 10s. a member.

Were other branches to do only half as well as this, the Fund would have all the money it needs.

Other money-making ideas include a draw for a television set—won by a sanitary inspector, MISS M. MCNEEL—with which **Leeds** raised around £100—and a remarkable calendar with which **Glasgow** hopes to raise £70. The calendar, a thoroughly professional job, contains twelve of the drawings of Glasgow public buildings which have graced the covers of the branch magazine, "The Civist." At 2s. 6d. (2s. 9d. including postage) it is a bargain which should appeal to Glaswegians everywhere, and many are being sent to exiles in England and overseas. WILLIAM BLACK, City Collector's Office, 45, John Street, Glasgow, C.1, will welcome orders.

Two members drowned in Lynmouth floods: over £3,000 for relief fund

TWO NALGO members were drowned in the Lynmouth floods on August 15. This news—received only after we had gone to press last month—gives an added meaning to the magnificent contribution of more than £3,000 which branches and members have made to the North Devon and West Somerset Relief Fund.

The two members were MISS STELLA BATES, Chilterns sub-area and Bedford district electricity branch, and MISS J. WHITBREAD, Bedford county branch, who were on holiday together at Lynmouth.

Miss Bates was head of the typing section at the Chilterns sub-area office and, before the electricity service was nationalised, was a member of the Bedford corporation electricity department. She was held in high regard by her colleagues as a capable and zealous worker and will be sadly missed.

Miss Whitbread had been in the Bedford county clerk's department since 1949, and her bright and cheerful personality had endeared her to all with whom she worked. A fund, opened by the clerk to the county council to assist her widowed mother, raised more than £200 in contributions from her colleagues and outside sympathisers. The National Executive Council has sent messages of sympathy to the relatives.

News of a further £1,022 in branch donations to the relief fund has reached Headquarters since the first list was published in last month's "L.G.S." This brings the total of known donations from NALGO members to nearly £2,950. Since, however, many branches have not raised special collections but have invited members to contribute to local funds, it is certain that the total contribution from the Association's members must exceed £3,000. The latest contributions reported are:

Acton £6 6s.; Barnet £6 14s.; Bedford £1 1s.; Birkenhead £5 5s.; Bournemouth £45 17s. 6d.; Brecknockshire £5 5s.; Brierley Hill £14 19s. 6d.; Cannock Rural £3 17s. 6d.; Cheshire £506 11s. 7d.; Chislehurst and Sidcup £13 9s. 10d.; Eccles £5; Elstree £2 2s.; Exeter & District Hospitals £10 10s.; Fareham £6 12s.; Felixstowe £5 5s.; Gloucester £30; Gloucestershire, £45; Great Yarmouth £13; Hoddesdon £2 13s.; Holborn £9 18s.*; Leatherhead £7 7s.; Liverpool and Dist. Electricity £5*; Llandudno £11 14s.; London Executive Council (Health Service) £5 5s.; Malvern £4 15s.*; Melksham Dist. Electricity £1 1s.; Merthyr Tydfil £22 15s.; Ogmore and Garw £1 1s.; Oldham £5 5s.; Paddington £2 4s.*; Paddington Group Hospitals £5; Penarth £2 2s.; Pontefract £3 3s.; Portsmouth £10; Preston £5 5s.; Pudsey £5 5s.; Scarborough £9 7s. 6d.; Solihull £14; Southend-on-Sea £31 19s. 6d.; Southgate £15; Stockport £25; West Kent £5; Widnes £2 2s.; Willesden £35 14s. 3d.; Wiltshire £40 2s.; Worthing £5; Yeovil £2 2s.; Caterham and Warlingham £5 5s.

*Additional to the contribution recorded last month.

Obituary

G. A. STONE

WE REGRET to record the death, on September 15, of G. A. STONE, O.B.E., county taxation officer for Worcestershire and for many years a leading member of NALGO in the West Midlands. In addition to active service in the county branch, of which he was chairman in 1930, president from 1932 to 1941, and a founder member of the staff joint advisory committee, Mr. Stone was a member of the West Midlands district committee from 1927 to 1941, its chairman from 1931 to 1934, and its president from 1935 to 1941. He sat on the N.E.C. from 1933 to 1941, serving on the public relations, law and parliamentary, finance and general purposes, and Benevolent and Orphan Fund committees. He was also for several years chairman of the district B. & O. Fund sub-committee and of the West Midlands Provincial Council, but was compelled to resign all his NALGO offices in 1941 on becoming full-time captain and adjutant of the Worcester City Battalion of the Home Guard. His many public services were recognised last June, when he was accorded the O.B.E. in the Queen's Birthday Honours. A ready and able speaker, enthusiastic for NALGO, and possessed of a genius for friendship, he will be missed and long remembered by many of his West Midland colleagues.

J. L. DAVISON

We also regret to record the death of J. LESLIE DAVISON, aged 48, secretary of the South Shields General Hospital. Mr. Davison was chief committee clerk at South Shields for many years, a branch president, and a member of the north-eastern district and health service consultative committees.

Retirements

THE FOLLOWING members have retired lately:

P. H. BROWN, after 50 years' service with the passenger transport department of Portsmouth corporation. One of the first members of the branch, he eventually became its president; was a member of the N.E.C. from 1946 to 1948, and chairman of the Southern district B & O Fund committee for nine years.

E. O. FOULKES, borough engineer and surveyor, Conway, after 40 years' service. He was a founder member and past president of Conway and district branch.

S. HARRISON, architect to Cannock U.D.C. for 35 years, and founder member of Cannock and district branch.

J. BURGESS HILLCOAT, chief clerk of South Shields town clerk's department for 30 years, after 46 years' service.

ARCHIE RANDALL, chief accountant, West Bromwich, after 52 years' service.

J. A. WILKINSON, deputy treasurer and accountant, Shipley, after 46 years' service. He was a founder-member and past president of the Shipley branch.

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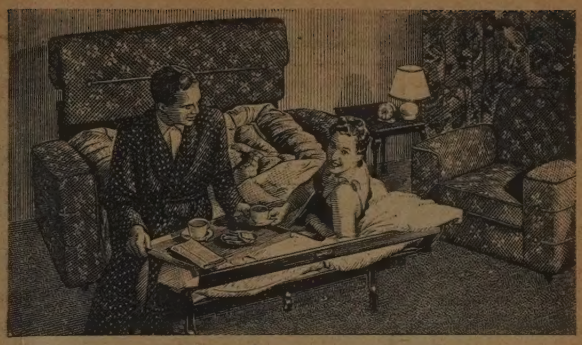

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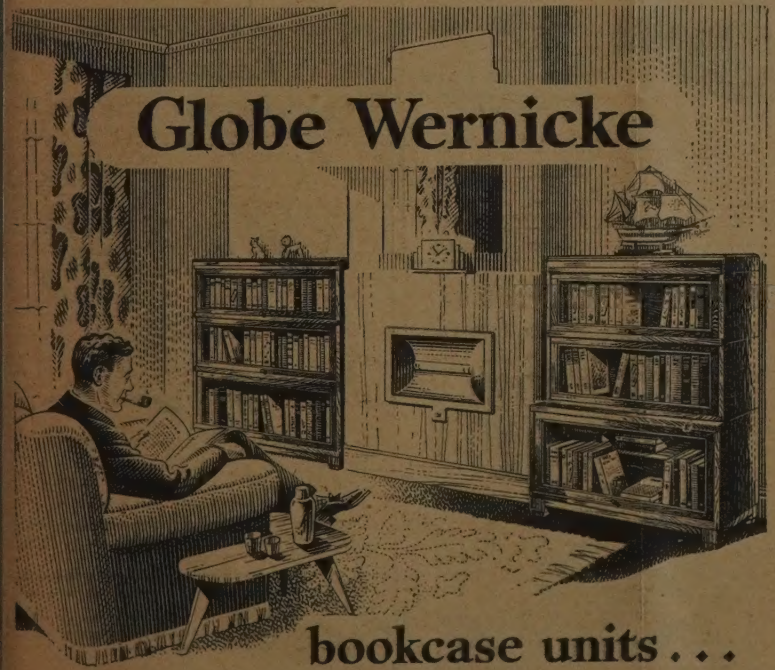

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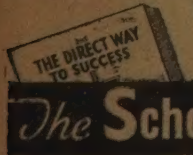

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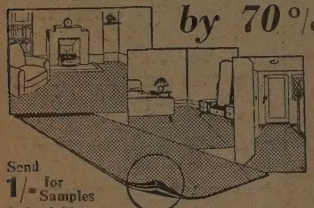

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